

OFFICE OF POPULATION CENSUSES AND SURVEYS
SOCIAL SURVEY DIVISION

Post-Training Careers of Government Training Centre Trainees

by Audrey Hunt Judith Fox Michael Bradley

\$6 enquiry carried out in 1968 and 1969 by the O.P.C.S. Social Survey Division on behalf of the Department of Employmen.

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I -- INTRODUCTION

Purpose of the survey

The survey was carried out by the Social Survey Division, OPCS, on behalf of the Department of Employment in order to investigate the post-training careers of trainees during the 2½-3 years immediately following their course at Government Training Centres. The survey is particularly concerned with the extent to which trainees remain in their training trade over a period of time and with the effects on this of factors such as prejudice against GTC trainees on the nart of employers, trade unions and workmates.

Method

Because some information was required quickly, the survey was carried out in two phases. In the course of the first phase an attempt was made to contact all trainees who completed their training course during the period 14 September 1965–13 December 1965, and in the second phase approaches were made to trainees who completed courses during the first two quarters of 1966.

The last-known address of each trainee was obtained from the Government Training Centres' records, together with information which would be useful in helping to trace the trainee (national insurance number, date of birth). Unfortunately some GTC records were incomplete so that in some cases only the name and last-known address were available. A reply-paid letter was sent to each trainee at his last known address. This asked him to return a forwarded to him at another address, to give his new address. Two reminders were sent at weekly intervals. The results of the postal surveys were as follows:

Base:	First Phase 1882		Second Phase 4030	
	No.	%	No.	%
Interviewed on pilot survey*	11	-6	_	
Replied to postal enquiry	1020	54.2	2485	61.7
Did not reply	540	28.7	747	18.5
Returned by GPO	311	16.5	798	19.8
Total	1882	100.0	4030	100.0

^{*}A small pilot study was carried out to test the effectiveness of the methods of tracing trainees and the suitability of the questionnaire. For the pilot study trainees were contacted who had completed courses during the third quarter of 1965 at two centres. The 11 trainees shown above were erroneously included among the third quarter lists when in fact they had finished during the period 14-30 September 1965. The information obtained from them was therefore transferred to the main survey.

An attempt was made to make personal contact with those who had not replied to the postal enquiry as well as with those who had. Interviewers attempted to obtain information from the last known address and, where known, from the man's Local Employment Exchange. No approach was made through employers even where known, because it was felt that it might prejudice a man's position if it became known that he was a trainee. In the final analysis 4250 trainees were interviewed (72-0% of the toll). A comparison of the achieved with the set sample will be found in Appendix B.

The questionnaire

The questionnaire covered previous employment, experiences at the Government Training Centre, post-training job history, family circumstances and, although not in great detail, job satisfactions. A copy of the second phase questionnaire forms Appendix A to this report. The first phase questionnaire was substantially identical in content varying only in layout and question numberine.

Field work and analysis

Owing to pressure of time the field work, the coding and computing of the first phase were sub-contracted to Research Services Ltd. The work was carried out under the direct supervision of, and in full consultation with, the Social Survey Division of OPCS. Field work took place during July and August 1968. The whole of the work on the second phase was carried out by the Social Survey, field work being in the summer of 1969.

Acknowledgments

A Survey such as this is a team effort, and the authors would therefore like to put on record their appreciation of the work of the staff of the OPCS Social Survey Division and of Research Services Ltd.

Thanks are due to the two field services and the interviewers who carried out the laborious and painstaking task of tracking down the ex-trainees from lists nearly three years out of date, and who carried out the interviews so effectively. Thanks are also due to those who checked and coded the questionnaires and who carried out the tabulations, and to the ex-trainees themselves, who freely gave so much of their time.

In particular the authors would like to thank Doris Evans for her invaluable work on the preparation of the report, and David Fenwick for his help in re-drafting the final version.

Needless to say, the authors accept as their own responsibility any errors or inaccuracies in the report.

II - GENERAL SUMMARY OF FINDINGS

The trainees themselves

By comparison with the male working population, the trainees were much younger on the average, 58-1% being under 30 years of age at the time of the course.

Nearly one-sixth were disabled, 5.3% went straight from the Armed Forces to a GTC (a further 6.9% said their "usual" pre-GTC job was in the Forces). Roughly one-tenth were unemployed and 4.4% were sick immediately before soing to the GTC.

Pre-GTC iobs

In terms of standard industrial classification, the usual pre-training jobs of trainees correspond fairly closely with those of the male working population as a whole, except that the percentage in the construction industry is higher. About one-tenth of trainees came from non-manual types of jobs.

Roughly one-sixth of the trainees would, given the choice, have preferred to stay in their usual pre-training job. One-third left with the definite intention of acquiring a skill and the remainder gave reasons criticising the job without specifically mentioning that they had the intention of training.

When asked what they had particularly liked about their usual pre-GTC job a majority of the trainees who found anything to praise mentioned attributes which were not among those which, at a later stage of the interview, they described as being very important to them personally in a job. (26-9% could think of nothing they had particularly liked.) Conversely, pre-training jobs were criticised extensively for their lack of many of the things which trainees regarded as important. However, 27-7% of trainees could find nothing to criticise. Older trainees and the disabled were less likely than others to find nothing to praise and more likely to find nothing to criticise, this reinforcing other indications that these groups had been on the average more reluctant to leave their pre-training jobs.

Approach to training

The principal source of information about GTCs was the Employment Exchange: 39-5% named this source. Personal contacts i.e. friends and relatives were mentioned by 29-6% and advertisements by 12-8%. The two last-named were less important to disabled trainees, 49-6% of whom named the Employment Exchange and 26-8%, medical sources.

56.6% of trainees were married at the time they considered going to the GTC. Virtually all (92.8%) of these discussed it with their wives: 66.6% of all wives favoured the idea, mainly because of the opportunity to learn a skill or to obtain a better job.

Over one-third of trainees (37.2%) had not discussed going to the training centre with anyone, apart from their wives: the most usual confidants were

friends, Employment Exchange officials and parents (in that order of importance). Favourable attitudes greatly exceeded unfavourable among all people with whom going to a GTC was discussed.

Among the trainees themselves the main reason for deciding to go to a GTC (given by 70-1%) was the desire to acquire a skill.

Choice of trades and of GTCs

Comparatively few trainees (7-4%) were compelled or induced to train in a trade which was not their first or second choice. 67-8% trained in the trade of their second choice, while 10-2% had no trade in mind. Engineering trades trainees were worse off than others in this resnee.

Only 5.1% of trainees would have actually preferred to go to a GTC other than the one at which they trained, although 34.5% said they were offered no choice.

Selection procedures

78.4% of trainees said they had gone before a selection board before going to the GTC. The remainder described other forms of procedure. Some descriptions of other procedures were so circumstantial that, making allowance for memory lapses, it is evident that some trainess found their way to a centre without going through the orthodox procedure.

Bearing in mind that these were all successful applicants, it is not surprising that 93.9% thought that the selection process, whatever its nature, had been fair to them.

Waiting to go to the GTC

5.6% of trainees had to wait more than 26 weeks between acceptance and going to the GTC; the median period was 6 weeks.

Reactions to the courses taken

Nearly half the trainees (49.0%) said they thought the course they took was too short, compared with 4.4% who thought it was too long. 49.8% of those who thought the course was too short (i.e. 24.4% of all trainees) did so because it was not in their opinion possible to grasp everything in the time.

Trainees were almost equally divided between those who said the course turned out to be the same as they had expected, those who said it was different in some way and those who had not known what to expect.

A substantial minority of trainees (21-6%) were critical of the course in some way, the principal criticisms (made by 17-0%) -94%, and 8-8% of all trainees respectively) being "not enough practical" and "too much time spent on out-of-date practices" and "rushed things too much". This desire for more practical work is re-emphasised by answers to specific questions about the amount of practical work and of lectures. 48-3% of trainees said there was neough practical work and 1-6% said there was too much, compared with 16-9% who thought there were too few lectures and 11-5% who thought there were too many.

When asked which parts of the course had been most useful to them, 36.2% said all had been useful and 23.8% that the practical side had been the most useful. 10.9% said none of the course had been useful. 19.3% criticised the detailed technical side. 54.8% said that no parts of the course had failed to be useful.

Living arrangements while at the GTC

63.6% of trainees had lived at home while attending the training centre, 25.3% stayed in lodgings and 9.1% in a GTC hostel (the last-named were confined to two centres)

77-2% of those who stayed in a hostel had enjoyed it, compared with 79-6% of those who lived in lodgings who had enjoyed that. Nearly two-thirds of each group nearly always went home at weekends

Domestic circumstances while at GTC

59·3% of trainees were married before or during their GTC course. Nearly three-quarters of married trainees had dependent children at the time of the course. One trainee in twenty had a dependent mother. 35·5% had no dependents at all

Only 35-0% of trainees with dependants said their families had no financial difficulties while they were at the GTC and 30-7% said their families had found it "very difficult" financially. Among those with children 38-3% reported extreme difficulty. 42-2% said that their families had had to cut down on expenditure, 26-8% had drawn on savings and 13-4% had had to apply for Social Security.

Income while at GTC

The median payment received while at the GTC by trainees (including all all advances) was £9.18.11d. which was £4.59d. (or 30%) lower than the median value of the reported take-home pay of the pre-GTC job. As might be expected married trainees and those with dependants received larger allowances than those without wives or dependants. Married trainees reported a median payment of £10.18.0d.

Obtaining a job

8.0% of the trainees interviewed said that they knew at the commencement of the course the job they were going to take up after completion of training. 38.5% of these were returning to their former employers and 17.2% had had the arrangements made for them by the GTC placement officer.

In addition to those who had a job arranged at the beginning of the course. 4-8% started looking for a job more than 4 weeks before the end of their course, but 41-6% did not do so until the last 2 weeks and 6-8% left it until after the course had finished.

49.0% of those not placed at the beginning of the course saw the placement officer and 24.4% went to an Employment Exchange. 32.9% made personal enquiries (some trainees did several things).

A substantial minority of trainees had some difficulty in obtaining jobs. 16.9% made 4 or more applications in addition to those made on their behalf

by the GTC. (For disabled trainees the figure was 17.2%). 6.0% of all trainees (10.6% of disabled) took more than 4 weeks to find a job (13 trainees had in fact not worked at all since leaving the GTC).

Perhaps surprisingly only 41-6% of those who had not a job already arranged said that GTC officials both discussed their future employment and suggested suitable jobs. 23-2% reported that the officials discussed employment but either supersted no iobs or suggested unsuitable ones.

22.9% believed that the GTC officials could have given them more help in securing employment.

Post training careers

The time-interval between the completion of the training course and the interview was not less than 3½ years (for the comparatively few trainees who finished in January 1966 and were interviewed in July 1969 it was 3½ years exactly).

During that period trainees had had on the average 3·31 jobs (2·31 jobs in trade). The average was higher among construction trade trainees (4·24, of which 3·21 were in trade).

57.0% of trainees had always worked in their training trade since leaving the GTC, 5.9% had never done so. Among older trainees 10.0% had never worked at their trade and among the disabled 9.9% had never done so.

90.2% of the first jobs after leaving the GTC were in trade, although in 20.2%, the trainee did not hold full status. 64.1% of the jobs held by trainees at the time of interview were in trade (6.2%) not full status). Out of all the jobs held, 69.8% were in trade (9.3%, not full status). There are considerable differences between trades in the extent to which full status was accorded at the commencement of the first job: 95.2% of construction trade trainees first jobs were in the trade but 26.6% were not full status compared with 86.0% and 31.6%, for engineering trade trainees, and 88.7%, and 20.0%, for miscellaneous trade trainees. However, by the time of interview the differences in this respect had largely disappeared, the figures being: for construction 71.0% in trade, 5.9% not full status; for engineering 61.2% and 6.7%; for miscellaneous trades 5.64% and 5.7%.

In general, construction trade trainees are more likely to have had more jobs but to remain in trade than trainees in the other trade groups.

There is a sharp increase between the first and second jobs in the percentage of trainees working out of trade (from 10.3% to 38.9%). Thereafter the percentage out of trade rises more slowly to a maximum of 47.9% at the seventh job and then decreases till for the twelfth job the figure is 25.44%. This is one of several indications that the second job is for many trainees a major change in circumstance.

8.0% of trainees were unemployed at the time of interview, but it should be remembered that this represents a different point in time for the two stages of the survey. 19.6% were still in the same job which they entered on leaving the training centre.

Rates of pay since leaving the GTC

It is impossible to do more in this summary than indicate the main findings

in respect of pay. Questions of pay are dealt with in detail in the appropriate section of the main report.

The median basic hourly rates of pay were as follows:-

	All trainees	Construction	Engineering	Miscellaneous
First job	6/8	6/10	7/0	6/2
All jobs	7/3	7/6	7/4	6/10
Present job	7/6	7/9	7/6	7/0

The increase in the median hourly rate excluding self-employed between the first and second job was from 6/7 to 7/4; increases thereafter were small.

Take-home pay for a full week in the first job was less than £15 for 43.8% of trainees. For miscellaneous trade trainees the figure was 65.8%. In the present job 16.5% still earned less than £15 (29.1% of miscellaneous trade traines did here.)

The median take-home pay for the usual pre-training job was £14·21 compared with £19·35 for the present job.

34.0% of trainees said their take-home pay in their first job was less than they had expected. 10.8% of those trainees working in trade said they were not paid the reconsised rate.

Working hours

The basic working week for 69-3% of trainees in their first jobs was 40 hours. 24-0% had a longer basic week. By the time of the present job 73-4% were working a basic 40-hour week and only 16-1% had a longer basic week. Basic working weeks tended to be longer for construction and miscellaneous trade trainees.

Overtime was worked by 62-5% of trainees in their first jobs and by 67-3%, in their present jobs. Whereas the percentage working overtime had increased for construction and miscellaneous trade trainees, it had fallen slightly for engineering trade trainees, perhaps partly due to the fact that these trainees were working significantly more overtime than other trainees both in their first and present jobs. Only 9-5% of trainees did shift work in their first job but 17-5% in their present job.

Reasons for taking and leaving jobs

The reasons given for leaving one job are often the same as for taking the next: however, the first job is in a special category in that there was no "previous" job. It is therefore interesting that 39-6% of trainees said that the job they took was the only one they were offered (among trainees who were not working intrade in their first job 567% gave this answer). 20-1% took it to use their GTC training: only 13-2% because it offered more money. However, for all jobs after the first about one-third said they took it because it offered more money. Although the percentage who said the job was the only one available falls between the first and second job it subsequently rises to a maximum of 38-3% for the fifth job before declining again.

28.6% of trainees left their first job for more money, 22.4% because they became redundant.

A specific question produced the information that 27·1% of trainees had left their first job because they thought that by changing jobs they would no longer be thought of as trainees.

How jobs are obtained

58.1% of first jobs were obtained through official agencies (GTC 41.3%, Employment Exchange 16.8%). Thereafter the GTC's help is practically never invoked and the percentage using Employment Exchange falls to a minimum of 5.2% in the eleventh job. The main sources of information for all jobs after the first are personal enquiry at firms, through friends or relatives and press advertisements.

Trainees and the trade unions

In their usual jobs before going to GTC, 45-2% of trainees had been members and unions: if serving members of the Armed Forces are excluded the figure is 62-5%. The percentage in membership at the time of interview was higher (55-8%), While there was a small proportion who retained membership throughout and a larger proportion who remained outside, trainees appear to have gone in and out of membership. Just under one-third let their union membership lapse while at the GTC.

The indications throughout are that for most trainees, particularly the younger ones, the question of trade union membership is of minor importance. Having a trade union to look after one's interests comes at the bottom of the list of desirable attributes in a job.

Acceptance by the trade unions as fully skilled assumes less importance by trainees since leaving the GTC there was no union organisation. Where organisation existed, recognition was not accorded in 45-9% of first jobs. This fell to 24-6% for present jobs. Recognition was more frequently given to construction trade trainees than to engineering (a comparison with the miscellaneous trade trainees is not worthwhile because of the low level of organisation in these jobs).

Coloured trainees do not appear to have greater difficulty in securing recognition, but the percentage of them who work in non-union work places is consistently higher than that of non-coloured. A possible inference is that they tend to go to non-union jobs in order to escape anticipated non-recognition difficulties.

Comparatively few union members are to be found in non-union jobs: members in union jobs is higher: unless the union organisation is strong it is not possible to enforce 100% trade unionism even where the union has negotiating rights.

Just under three quarters of the trainees said the attitude of the trade unions had made no difference to them in their post-training careers.

Job satisfactions

Although the financial rewards of a job are probably the most important, there are also other attributes which contribute to making a job satisfactory

or not. In terms of a selected list of attributes the present jobs of trainees are, taken overall, superior to their usual pre-GTC job. The improvement in jobs astisfaction is not confined to the obvious ones of "higher wages" and "opportunities to use skills" but also to such things as security and good working conditions. Perhaps unexpectedly, the improvements apply to trainees working out of trade as well as to those working in trade (although not in quite so large measure). Possibly the possession of a skill gives a trainee more self-confidence so that even if he works outside his trade he is able to be more selective in taking a job.

Recommending others to go to a GTC

One test of the extent to which trainees feel they have benefited from training is their willingness to recommend others to undertake training, 90.3% of trainees would do so, mainly because of the chance to learn a trade. However, 42.7% of those who would recommend others to train admitted there are some disautoratages, of which workmates' antagonism and employers' antagonism to trainees are the most important.

III ... THE TRAINERS THEMSELVES

Before considering their pre-training employment history it is desirable to describe the trainees in terms of some of their demographic characteristics and to make comparisons, where possible, with the working population in general

Sex

All the trainees interviewed were men. (There was one woman trainee in the original sample but it was not possible to trace her. 35.7% of the total economically active population at the time of the 1966 Sample Census consisted of women).

Age

The age distribution of the trainees is compared below with that of the male economically active population between the ages of 18 and 59 inclusive.

	All	Economically active
	Trainees	males aged 18-59
	%	%
Born in: 1936 or later	58.1	29.0
1926-1935	25.4	23.2
1925 or before	16.2	47.8
Not stated	0.3	_
Total	100.0	100.0

Thus, trainees are heavily weighted towards the younger end of the age

The age composition is not the same for trainees in the different training trade groups.

	Construction	Engineering	Miscellaneous
	%	%	%
Born in: 1936 or later	63.8	51.0	60.0
1926-1935	25.5	27.0	23.0
1925 or before	10.5	22.1	16.3
Not stated	0.6	0.7	0.3
Total	100.0	100.0	100.0

Engineering trade trainees were older on the average than those in either of the other trade groups. (Chart A)

Physical condition

According to the records obtained from the GTCs themselves 16·3% of trainees were disabled (the percentages at different GTCs varied widely, but owing to the incompleteness of some records no figures for individual GTCs are given because these might be misleading).

The percentages of disabled in each of the three trade groups were: construction 5.5%; engineering 23.3%; miscellaneous 24.0%.

Disabled trainees were older on the average than able-bodied.

		Disabled
Born in:	1936 or later 1926–1935 1925 or before	32·6 31·3 36·0
	Total	100:0

They were, however, younger on the average than the male working population as a whole. (Charts B, C)

Educational level

The educational level of trainees was assessed from the records supplied by GTCs, which were defective in some instances. Two assessments were made, one on the basis of type of school attended, one on the basis of the highest level of examinations passed.

There was no significant difference in this respect between younger and older trainees, but there were some differences between trainees in different trades.

trades.				
	Total	Construc- tion	Engin- eering	Miscel- laneous
Type of school last attended Elementary, secondary modern	/0	/0	%	%
etc. Secondary grammar,	67-5	71.7	66.0	63.7
technical, comprehensive	13.2	10.0	14.9	15.7
Other types	4.5	3.2	5.4	4.3
No information	14.8	15.6	18.6	15.3
Total	100-0	100-0	100-0	100.0
Highest level of examinations				
"O" level standard or above	8.1	6.9	8.8	8.8
Below "O" level or not stated	9.0	6.4	9.9	12.3
None gained	60.4	63.4	60.0	55.8
No information	22.4	23.3	21.2	23.0
Total	100.0	100.0	100.0	100.0
	12			

It appears that a higher educational level is required of trainees for engineering and miscellaneous trades than for construction trades.

Mark for course

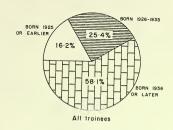
The final mark awarded by the instructor for the course was considered as a possible basis for analysis of post-training careers. In the event, however, there were few trainees who received a mark other than "satisfactory". This analysis relates to the first stage of fieldwork only.

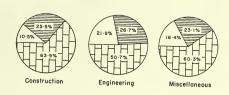
	Total
Standard	
Poor, not likely to improve	_
Below standard, expected to improve	1.4
Satisfactory	67.0
Exceptional progress	-2
No information	31.4
NO Information	
Total	100.0

Presumably those trainees whose work was "poor, not likely to improve" had terminated their courses and most of those who were "below standard, expected to improve" had either improved and become "satisfactory" or had retrogressed and terminated.

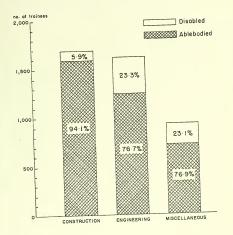
The mark is presumably intended only as broad indication of whether the trainee is making the grade or not and therefore is not suitable as a basis for comparison of post-training careers. If future follow-ups are proposed it might be useful to consider whether a more detailed system of marking could be devised in order to evaluate more exactly the capabilities of trainees in order to relate this to their post-training careers.

DATE OF BIRTH OF TRAINEES BY TRAINING TRADE

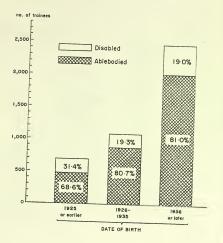




PHYSICAL CONDITION OF TRAINEES BY TRAINING TRADE



PHYSICAL CONDITION OF TRAINEES BY DATE OF BIRTH



IV — THE APPROACH TO TRAINING

Employment status immediately before going to GTC (question 1a)

Not all people go directly into training at a GTC from their usual jobs; some take a job to fill in the time before the training actually starts or are unemployed or sick. With this in mind we asked what trainees were doing just before they went to the GTC. 76.7% of all trainees had been in a job immediately before going to the GTC. Some of these may have been "fill-in" jobs taken temporarily whilst waiting for admission, and this is discussed below. Only 5.3% went straight from H.M. Forces to the GTC. 10.5% had been unemployed and the remainder had either been sick or at an Industrial Rehabilitation Unit.

Trainees in the construction trades were more likely to have come straight from a job than were other trainees (83.8% in construction; 72.4% in engineering and 71.4% in miscellaneous trades had been in a job immediately before training). Trainees born in 1936 or later were also more likely to have come straight from a job, or from H.M. Forces; and a higher proportion of those born before 1936 had been sick or unemployed. Only about half of the disabled trainees had come from a job; a relatively higher proportion of them had been sick or unemployed or had been at an Industrial Rehabilitation Unit. (Table 1)

Last job or usual job before going to GTC (questions 1b, c, d)

Trainees whether or not in employment immediately before going to the GTC were asked for details of their last job. They were asked whether this was their usual job (the interpretation of "usual" being left to the trainee himself) and if not, they were asked for details of their usual job.

59.3% of trainees said that their last job was their usual job, a further 5.3% had gone directly from the Forces to the GTC and a further 5.2% said they had had no usual job.

Differences between usual jobs and last jobs in terms of socio-economic group and standard industrial classification are not very great.

and standard masses	Usual job	Last job
Socio-economic group of job Employers, managers, professional Junior and intermediate non-manual Foremen and supervisors Skilled manual Semi-skilled manual Unskilled manual H.M. Forces Others	Usual job % 2-1 7-8 2-5 29-9 25-8 15-2 12-2 4-2 0-2	28·1 29·9 21·2 5·3 4·5 0·4
Not stated, vague	100-0	100.0

By the criteria both of "usual job" and of "last job" it can be said that less. than one-tenth of trainees came from non-manual types of work. It is interesting that roughly one-quarter had been in jobs classified as skilled.

In the table below, we compare "usual job" and "last job" with the standard industrial classification of the whole male working population at the time of

Standard Industrial Classification Agriculture etc. Mining and quarrying Food, drink, tobacco Metal manufacture Engineering and electrical goods Shipbuilding Vehicle manufacture Other metal goods Other manufacturing industries Construction Transport Distribution H.M. Forces Other industries Inadequate information	Usual job % 2-8 6-7 3-0 2-8 9-1 1-7 3-2 1-4 10-2 18-3 10-7 7-9 12-2 9-1 1-0	Last job % 2.44 5.2 3.5 3.2 10.6 1.9 3.8 1.9 3.8 1.9 3.15 3.21.4 8.4 9.1 5.3 *10.6 1.3	1966 Sample Census %4 4-1 3-5 2-9 3-3 10-3 1-1 4-5 2-5-7 11-4 8-6 10-2 N.A. 24-7
Total	100.0	100.0	100-0

*Includes 5 Students

N.A. Not shown separately

Compared with the whole male working population, trainees include a higher proportion of men whose usual pre-GTC job was in the construction industry. Other differences are not very great.

Older trainees and the disabled included a higher proportion than the average from non-manual jobs. Construction trade trainees included a lower

. Construction trade trainees included one-third whose previous usual job was in the construction industry, compared with one-tenth of the engineering and miscellaneous trade trainees. Preference for training in trades appropriate to an industry of which they had some experience exists also in the case of engineering trainees, though to a lesser extent. (Table 3)

Reasons for leaving the usual job (questions 2a, b)

These and subsequent questions were asked in respect of the usual pre-GTC job, or, if the trainee had no usual job, in respect of the last job. We have already shown that only 5.2% of trainees had no usual job and we therefore use the term "usual job" throughout. The reason mentioned most often (by almost one-third of trainees) for leaving the usual job before training was the desire to acquire a skill or trade; discontent with the chances of advancement and health reasons were each mentioned by about one in five. Roughly one in six spoke of poor pay and one in ten referred to redundancy. Finishing engagements in the Forces

was mentioned by 9.7%, although 12.2% had said they had previously been

servicemen. Age had a considerable bearing on the reasons for leaving. Men born in 1925 or earlier were much less likely to have left their usual jobs because of dissatisfaction with pay or lack of prospects; they were much more likely to have been made redundant or to have left for health reasons. The wish to acquire a trade was not mentioned so often amongst this older age-group as amongst

younger men. The overwhelming reason for disabled people leaving their usual job was health. Two thirds of disabled trainees, compared with 8.7% of able-bodied, had left for this reason.

The trade trainees took up was related to some extent to the reasons why they had left their usual jobs. Those who trained in the construction trade more often menioned the lack of chances for advancement in their previous jobs than did other trainees (19.7% of construction trainees compared with 16.4% in engineering and 15.7% in miscellaneous trades). Health was mentioned relatively infrequently by this group (10.9% in the construction trades, 24.6% in engineering and 23.5% in other trades). Relatively few people who trained in the miscellaneous group of trades said they had left because of poor pay; only 10.2% compared with 18.0% who took up construction trades and 16.6% (Table 4) in engineering.

Whether trainees would like to have stayed in their usual pre-GTC job

29.1% of all trainees gave reasons which indicated that leaving their usual or last job was not entirely their own choice. These reasons included redundancy; dismissal; health reasons. The percentages were particularly high among trainees born in 1925 or earlier (51.3%), disabled trainees (71.9%) and trainees who took up engineering trades (35.6%).

This group of trainees was asked:

"If you had had the chance, would you have liked to have stayed on in that (usual/last) job?"

If not: "Why would you not have liked to stay in that job?"

About half of these trainees (16.4% of all trainees) would have liked to have stayed on in that job.

stayeu o	II III that jour	Total
Rase . T	Trainees whose reasons for leaving	(1283)
usual o	r last job indicate it was not entirely	%
their o	wn choice	54-3
Yes,	would have liked to stay on in that job	54.5
	would not have liked to stay, because:	
No,	Would not have need to smy,	12.0
	Health reasons	9.1
	No chance of advancement	5.9
	Wanted to acquire skill, trade	
	Poor working conditions (excluding	6.7
	hours of work)	7.5
	Pay not good enough	5.0
	No security	
		2.4
	Monotonous	5.5
	Other answers	

It can therefore be said that about one trainee in six would definitely have preferred to stay in his usual pre-GTC job if he had had the chance to do so.

Possibilities of re-employment after leaving the last job (question 3)

Trainees were asked:

"... did you go straight from your last job/service in the Forces to the GTC, or did you have a period of unemployment or sickness, or a break for any other reason in between?"

Nearly three-quarters of the trainees had gone straight to the training centre without a break, but this varied greatly according to age-groups and physical condition; it was also related to the training trade. (Table 5)

Some trainees had been both sick and unemployed before training. Among the "other" answers, 20% had been to an Industrial Rehabilitation Centre, 1-2% had taken another job to fill in, and 1-2% were on leave. Whereast 81.1% of those born in 1936 or later had gone straight to the GTC without a break, only \$8.1% of those born before 1926 had done so; the older age-groups, those born before 1936, had more often been sick or unemployed and had had a break between their last job and training. Only 38-2% of the disabled had gone straight to the GTC; 37-2% of them had been sick, compared with 28% of able-bodied trainees, and 23-0% had been unemployed compared with 15-0% of the able-bodied.

A slightly higher proportion of those who trained in the construction trades had gone straight into training from their last job (82.8% compared with 74-2% of all trainess). This may reflect the relatively greater availability of construction trade courses. Those who had been unemployed, or had had a break for reasons other than actual sickness, were asked whether they had registered at an employment exchange. 12-4% of these trainees had not been registered unemployed; but 77-5% had been receiving benefit and 9-6% of them had been registered but had been receiving no benefit. Older trainees in this group had more often been in receipt of unemployment benefit (69-4% of those born 1936 or later, 83-1% born 1926-35 and 86-2% born 1925 and before who had had a break not for sickness).

Among those who had had a period of sickness, nine out of ten had been receiving sickness benefit, and some people had also been receiving other benefits or payments. The remainder of the 10% of all trainees receiving such payments were classified as disabled by the GTC. Eleven out of twelve trainees who had been receiving payments from the National Assistance Board* were disabled.

We also asked how long the break had been between the time of their previous job and going to the GTC.

As the following table shows, those who had been receiving sickness benefit had, on balance, been off work longer than those who had been in receipt of unemployment or other types of benefit.

^{*}Now the Department of Health and Social Security.

Nature of benefit received

		Total	Unem- ployment benefit	Sickness benefit	Others
Base:	Trainees who had had a break before going to the GTC	(1101)	(596)	(265)	(113)
		%	%	%	%
Break	lasted: Less than one month	15.3	13.4	1.9	2.7
	One month, less than three months	25-3	30.7	12.5	10.6
	Three months, less than six months	18.1	22.0	13.6	13.3
	Six months and over	39·1	31.9	69.8	70.0
	Don't know	2.2	2.0	2.3	3.4
	Total	100.0	100-0	100.0	100.0

Breaks due to sickness were evidently of longer duration on the average than those due to unemployment. The "Total" column includes some trainees who did not receive benefit, mainly because they experienced only short breaks.

Things liked and disliked about usual pre-GTC job (questions 4 and 5)

The aspects of a job which a worker likes or dislikes are a product both of the job and the individual. If the job itself, for example, does not provide opportunities for promotion, then a man will not mention this as an aspect which he likes. On the other hand, if the man is not anxious for promotion he will not mention this as an aspect which he likes even if the job does provide opportunities. At a later stage in the interview trainess were asked what aspects of a job were particularly important to them and their answers are examined in detail in Section IX. To provide a background against which to assess trainees' likes and dislikes in their pre-GTC jobs, the rank order of importance ascribed later to specific job aspects is as follows:

High wages or salary Security of job Opportunities to use skills Good working conditions Being left to work on one's own Opportunities for promotion Pleasant working companions Having a trade union to look after interests It should be borne in mind that after the lapse of time since leaving the pre-GTC job trainees' memories are likely to have become to some extent dimmed and their recollections to be coloured by their subsequent experiences. Subconscious comparisons with later jobs, either favourable or unfavourable, may result in more emphasis being given to some aspects of the pre-GTC job.

It is noteworthy that among the job aspects securing the highest numbers of favourable mentions are "pleasant working companions" (mentioned by 16.4% of trainees as a thing which they particularly liked about their pre-GTC job) and "open air life" (named by 14.5%), the former coming low in the list of things considered important, the latter not featuring in it at all. It can therefore be said that, for many trainees, their usual pre-GTC job was commendable for things which were not important to them. It is, however, of interest that for disabled trainees and those born in 1925 or earlier, "high wages" is of greater importance than for the other groups. This interest in "high wages" among these groups of trainees may arise because they tend to receive lower than average wages, and "high wages" to them would be no more than the normal pay levels for average workers. These are two groups of trainees who were more likely to have left their jobs involuntarily (health reasons, redundancy). The high number of mentions of "open air life" arises mainly because of the very high percentages of former unskilled workers, Armed Forces and others giving this answer.

Comparatively few trainees believed their pre-GTC job to be secure, to give them the opportunity to use skills or to provide good working conditions. It can therefore be said that for many trainees their pre-training jobs were deficient in a number of the features which they regarded as important in making a job satisfactory. Some of the things for which pre-training jobs were praised, while desirable, were not those considered to be of major importance.

(Tables 7 and 8)

Pre-GTC jobs were criticised by 16.8% of traines for "poor working conditions". This was followed by "low wages" (14.7%) and "boredom, monotony" (11.8%). The second-named criticism was made by lower per-centages of old and disabled trainess. These two groups showed the lowest percentages who could find nothing to praise and the highest percentages who could find nothing to criticise, thus providing further evidence that these groups of trainees are more likely to have left their pre-GTC jobs refluctantly.

Outside the Armed Forces and the miscellaneous socio-economic group (mainly agricultural workers), boredom or poor working conditions were the main sources of criticism. These criticisms are mainly of the lack of things which we later show to be important. (Tables 9 and 10)

Rates of pay in usual pre-GTC job (question 6)

The purpose of asking for information about pre-training pay was to provide a basis for comparison with post-training earnings. This is dealt with in the section of this report dealing with post-training job history. The following shows the median pre-training earnings of men who entered different training trades, of different ages and physical condition. (The actual take-home pay ranged from £7-10s, to over £60 a week.)

Date of birth 1936 or later 1926 to 1935 1925 or earlier	Median £ s. d. 12.19. 7d 15.12. 7d 15.19. 7d
Training trade Construction Engineering Miscellaneous	14.13. 4d 14. 8.10d 12.19. 8d
Physical condition Ablebodied Disabled All trainees	14. 5. 6d 14. 0. 2d 14. 4. 8d

How trainees first heard of GTC (question 8)

The initial source of information about training centres was the employment exchange for some 39-5% of trainees. (22-5% heard about GTCs from an official and 17-0% first learnt of them from posters displayed inside or outside the exchange.) Disabled trainees were more likely than others to have heard from an official. 12-8% had first heard of GTCs through advertisements, or publicity campaigns on television or in the press; comparatively few disabled trainees had heard of GTCs for the first time in this way.

One in eight trainees had heard of the centres from friends or relatives who had been to GTCs themselves, one in six from friends or relatives who had not been to one. Personal contacts were a more important source of information for trainees who went into the construction trades and for younger trainees, whereas employment exchanges were a more important source of information for the older ones.

Taken overall only one in twenty of all trainees had heard of GTCs through medical sources—doctors, specialists or hospital almoners—but as many as one in four of the disabled had first heard of GTCs from these people.

Age differences are not very great, but employment exchanges were more important as a source of information, and personal contacts less important to older trainers. (Table 11)

Attitudes of relatives, friends and officials towards GTCs (questions 9, 10, 11)

56.6% of trainees were married at the time they considered going to the GTC. 92.8% of these discussed the matter with their wives. 66.6% of all wives favoured the idea very strongly and 17.8% were in favour, though less strongly. The principal reasons for favouring the idea were: to learn a skill (33.0% of wives); to obtain a better job (23.8%); to obtain more secure employment (9.1-%); to earn more money (13.2%).

All trainees were asked whether they had discussed going to the GTC with anyone (apart from their wives, if married).

Nearly two-thirds of all trainees had discussed the idea with someone; in general, the older trainees were less likely than younger ones to have discussed the matter with anyone (46.8% of those born in 1925 or earlier had discussed

with no-one, compared with $43.6\,\%$ of those born in 1926-35 and $31.8\,\%$ of those born after 1935).

One fifth of trainees had had discussions with someone at the employment exchange. Parents played a very important role in the discussions for the trainees born after 1935, 23-6% of whom discussed the matter with them. Fiancées were also mentioned by 7-3% of trainees in this age group.

Disabled trainees were similar in most respects to the able-bodied, in that they had discussed going to a GTC with broadly similar people; however, doctors and rehabilitation officers were, not unexpectedly, mentioned by a considerably higher proportion of them (20.7%) than of the able-bodied (10%). Only 13.7% of the disabled, compared with 25.0% of the able-bodied, had discussed the matter with friends.

Trainees were asked what these people had thought about the trainees going to a GTC.

Favourable reactions greatly exceeded unfavourable among all people with whom going to a GTC was discussed, and where a specific reason was given the chance to learn a trade was the one most often mentioned.

The non-official confidants (parents, friends, fiancees) were more enthusiastic about the merits of acquiring a trade and of the chance to get a better job than the officials.

Unfavourable comments were relatively few, especially among officials. Doubts about recognition by trade unions were expressed most frequently by relatives and friends (62%) and parents (3:3%); the former also mentioned the inadequacy of the training allowance (5:9%) more often than other groups.

[Table 13]

The final question in this section endeavoured to find out whether the trainee's decision might have been influenced by someone else's personal experiences.

"Before you went to the GTC, did you know anyone else who had been to one?"

If yes: "What did he think about the GTC course he had been on?"

Just under one quarter (23.5%) of all trainees had known someone else who had been to a GTC. (There were no differences by age, physical condition or training trade.) In general, most were friends of the applicant (19.2% of trainees had a friend who had been to a GTC).

Almost all the ex-trainees were on the whole in favour of training; they mentioned that it was a chance to learn a skill or trade, or get a better job, or made other favourable comments. Only 51 trainees mentioned that their friends or relatives had spoken of possible difficulties in finding a job after training.

Once again it must be emphasised that we have no yardstick against which to measure this experience. Applicants who decided not to go to a GTC may have been influenced by the bad experiences of less fortunate ex-trainees: this we have no means of knowing.

Reasons for deciding to go to a GTC (question 12)

We asked trainees:

"What made you decide to take a GTC course?"

Overwhelmingly, the main reason was to acquire a skill or trade, as the extract below shows.

Reasons for taking GTC course	%
To acquire a skill, trade	70.1
To get a better paid job, more money	21.8
To get security, steady job	20.8
To get a more satisfying job	15.6
Health reasons	7-3
Redundancy	1.1
Prospects of advancement, promotion	10.4
Already had some experience, hobby	7.1
	6.3
Other reasons	6.3

Trainees who took up the construction trades most often said they wanted to acquire a skill (76.2%) compared with 70.1% of all trainees) and very few of them (3.0%) gave health reasons (compared with 7.3% of all trainees).

Older trainees, born in 1925 or before, were more likely to have mentioned reasons connected with security and health (23-7% and 16-0% respectively) than were those born in 1926 or later; on the other hand, younger trainees born in 1936 or later had been more anxious to acquire skills and earn better money (76-0% and 22-2%; respectively).

There were considerable differences between able-bodied and disabled or trade—\$34.7% compared to 37:1% of the able-bodied mentioned this as a reason. More money, prospects of promotion and more interesting work were also mentioned rather less often. Health reasons were mentioned by \$3:0% of the disabled trainess as a reason for their taking a course, compared with 2-1% of able-bodied trainess.

On the evidence of the answers to this and other questions, the most important motivating factor in taking a course is the desire to become skilled. Undoubtedly many of the other reasons given are concomitants of being skilled (earning more money, having greater security, doing a satisfying job etc.) "Having a trade" is still seen as a valuable thing.

The choice of trades (questions 13, 14, 15)

Only 10·2% of the trainees who were interviewed had had no trade in mind when they applied for training and 52·0% had more than one in mind. Almost all had in mind a trade that was offered at one or more centres. Whether they actually trained in the trade of their choice was governed by other factors such as their aptitude and education, and the availability of places in the centres. In fact, a majority of trainees trained in the trade of their choice; 67·8% in the trade of their first choice, 15·4% in the trade of their second choice. 7·4% trained in a trade that was neither their first nor second choice when they applied, and 10·2% had had no trade in mind at all.

Most popular trades

Carpentry and bricklaying are the most popular first choices in the group of construction trades. Centre lathe turning, capstan setting and operating,

and electric arc welding are the most popular first choices in the engineering trades, and in the miscellaneous group the most popular first choices are motor repairs and radio, T.V. and electronics servicing. Second choices follow this pattern very closely, although only 41-8% of the trainees mentioned having had a second choice of trade in mind.

75.3% of those who named a first choice actually trained in that trade. It varied as follows among the different groups of trades.

Base: Trainees who made a first choice of trade	%
Construction trades	82.3
Engineering trades	72.6
Miscellaneous trades	67.9
All trainees who trained in their first choice	75-3

Trainees whose first choice was a trade in the construction group were more likely to train in the trade of their choice than were other trainees.

In view of the small numbers of trainees in some individual trades, no details are shown here.

Whether those who had chosen a trade formed a majority of those who actually trained in it is a different matter. The table below shows those who both chose and trained in the trade of their choice, as percentages of all those training in the trade. (It should be noted that this table adds horizontally, with the base for percentages being shown at the extreme right hand side.)

	Those who chose and trained in trade of choice, as per- centage of all those train- ing in trade		Trade not chosen	tra	who ined rade	
	First choice	Second choice	First or second choice			
Percentages in:	%	%	%	%	%	No.
Construction Engineering Miscellaneous	76·4 52·9 77·0	14·5 18·3 14·5	90·9 71·2 91·5	9·1 28·8 8·5	100·0 100·0 100·0	1693 1624 939
All trades	67-6	15-9	85.5	16.5	100-0	4256

It is clear that there is an appreciable proportion of trainees in the engineering group of trades who trained in a trade they did not choose as a first or second choice, or had not thought of when they first applied. Prominent among these are trainees in instrument bench and machine work, and sheet metal work. It may be that this is due to trainees not having heard of some of these trades before applying. By contrast, in the construction trades, relatively few trainees trained in a trade they had not chosen as first or second choice. This could occur because the different trades among the construction trades are better known to the potential trainee when he first applies for training, (It will be remembered that the proportion of construction trade trainees who had previously worked in the construction industry was 31-8% whereas the proportion of engineering was 13-5%.

Educational achievements had no bearing on whether the trainee had trained in the trade of his first or second choice; neither were there any differences between those educated to above the secondary modern level and those not, in the reasons for choosing the trades of their choice.

Reasons for choosing trades (questions 14, 15)

40.5% of trainees with a first choice of trade in mind, and 20.2% of those with a second choice gave as a reason for their choice that the trade had always intersted them. The figures for choosing trades that were already a hobby were 10.6%, and 7.1% respectively. Experience was less important; 35.1% of those with a first choice had had experience and 20.2% with a second choice had had experience in the trade. Financial attractions and good employment prospects were less important, for both the trade of the first and second choice.

As far as the trade of first choice is concerned, trainees who chose trades the miscellaneous group were more likely to say they had always been interested in the trade; they were, however, less likely to have had experience in it. Trainees whose first choice had been a trade in engineering, were rather more likely to talk of good employment prospects and financial attractions than were other trainees; they also said less often that the trade was already a hobby. The same conclusions apply to the second choice of trades.

22.0% of those who had a second choice of trade in mind when they applied remarked that the one they chose as second was the next best thing to their first choice. (Table 16)

Trainees who said they had had no trade in mind when they applied for training or who did not train in the trade of their first or second choice were asked who had suggested the training trade. Their answers were as follows:

Employment exchange Someone at GTC Someone at Industrial Rehabilitation Unit Other person	% 34·5 23·6 14·4 22·5
Total	100-0

There were no differences by age or education level. Not unexpectedly, the proportion of disabled trainees who had been advised by the Industrial Rehabilitation Unit was higher than that of able-bodied (38.3%, compared with 1.7% respectively), whereas the proportion of able-bodied who had been advised by the employment exchange was higher than that of the disabled (44.8% able-bodied 15.3% disabled).

Trainees who had had no trade in mind or who did not train in the trade of their choice, when they applied for training, were asked why they thought their "adviser" had suggested that trade.

About a third thought the reason was that they had aptitude. Trainces in the miscellaneous trades were more likely to give this answer than were other trainces (33.6% compared with 29.5% of all trainces who had no trade in

mind). Health reasons were given by $37\cdot1\%$ of disabled trainees in this group, compared with $3\cdot4\%$ of the able-bodied ($14\cdot9\%$ of all these trainees). In fact $34\cdot6\%$ of all the trainees who had had no trade in mind were disabled, compared with $16\cdot3\%$ of all trainees.

14-9% of those to whom a trade had been suggested by an employment exchange or GTC official did not know why the particular trade had been suggested, compared with 7-4% who were advised on a trade by others (10-5% of all trainees with no trade in mind). (Table 17)

To sum up this section, it may be said that comparatively few trainees had no idea of the trade they would like to be trained in, and few were trained in a trade that was not their first or second choice.

Later we examine the effects of training in a trade not the first or second choice on the post-training careers.

Interviews were confined to successful applicants who had completed their courses. No information is therefore available about the proportion of applicants who decided not to go to a GTC because they could not train in the trade of their choice, nor about the relative proportions of "drop-outs" among trainees who were and who were not training in the trades of their choice.

Preference for GTC (question 17)

Trainees were traced from all the centres, which of course vary in size and speciality. The table below shows the proportions of all trainees who chose to go to the centre where they eventually trained.

Base: All trainees		%
Chose to go to centre a	t which they trained	37-6
Preferred other centre	•	5.1
Had no preference		22.6
No choice offered		34-5
	Total	100.0

There were no significant differences in this pattern, whatever the trade of the trainee, his age or physical condition, or his marital status at the time he applied for training.

Selection procedure (question 18)

78-4% of all trainees said they had gone before a selection board before they were accepted for training, and the remaining 21-6% said they had gone through other forms of selection; 16-8% reported being interviewed by one man, 3-3% said they had just had a test, and 3-0% either could give no details or went through alternative procedures.

We asked those who had been before a selection board what they had thought of the board which had interviewed them. In general, the trainees were quite satisfied, giving answers such as "helpful", "pleasant", "straight forward", "they were very fair and reasonable". Very few trainees were critical of the

board, and less than 3 per cent made each of several critical comments. 4-6% could not remember what had happened and so could give no opinion of the board. There was only one significant difference in the answers of those who trained in different trades in that people who trained in construction were more likely to have been before a selection board. Disabled trainecs were less likely to have been before a selection board than were able-bodied trainees (30-4% disabled compared with 19-7% of able-bodied trainees had not been before a selection board). (Table 18)

Trainces were almost unanimous in feeling that their interview or the tit had been fair. We asked those who felt it unfair why they thought this. 0.8% of all trainces said the procedure had not taken their aptitudes and wishes into consideration. 0.4% complained that it made them feel small, or tried to eatch them out and 0.3% said they had not been warned of the status or trade union difficulties they might have after joining.

It must be remembered that only successful applicants who had completed their courses were interviewed. It is possible that unsuccessful applicants and "drop-outs" might have very different opinions.

Waiting to go to the GTC (question 19)

5-6% of trainess waited more than 26 weeks before starting their GTC mores after they had been accepted. The median period spent waiting for admission was 6 weeks; three-quarters of the trainees had waited no more than 12½ weeks. There were few differences by trade or age of the trainees or by their physical condition.

	Approximate median duration of waiting period
All trainees	6 weeks
Training trade	
Construction	6 weeks
Engineering	5 weeks
Miscellaneous	6 weeks
Date of birth	
1936 or later	6 weeks
1926-35	6 weeks
1925 or before	5 weeks
Physical condition	
Able-bodied	6 weeks
Disabled	5 weeks

As far as waiting periods for the individual centres are concerned, most centres had a median waiting period of less than 6 weeks.

Median duration of trainees' waiting period	No. oj centre
Up to 5 weeks	12
Up to 6 weeks	7
Up to 7 weeks	6
Up to 8 weeks	3
Over 8 weeks	2
Total	30

The centre whose trainees had the lowest median wait was Hull (2 weeks); the longest median wait was Felling (17 weeks), but the numbers of trainees at these individual centres are small, and the figures are given as a matter of interest only.

V - EXPERIENCE AT TRAINING CENTRES

Length of Course (questions 20a, b)

In reply to the question:

"How long did the course last?"

the great majority of trainees $(81\cdot4\%)$ gave answers indicating a duration of 14 to 26 weeks, while another $10\cdot5\%$ of trainees said that their courses had lasted between 27 and 39 weeks. $5\cdot5\%$ of trainees had courses lasting more than 39 weeks while only $2\cdot6\%$ spent 13 weeks or less on their courses.

The greatest variation was found in the analysis by training trade, where those training in miscellaneous trades had a higher than average propensity to undergo both shorter and longer courses, 7-2% of them having had course lasting less than 13 weeks, and 35-4% having attended courses of over 26 weeks duration. In view of the heterogeneous character of the miscellaneous group this divergence of answers is not unexpected.

The older trainces, born in 1925 and earlier, were more likely than the younger trainces to have spent a shorter time on their courses, 5-4% of them saying that their courses had lasted 13 weeks or less compared with 2-6% for all trainces. The older trainces were also more likely to attend courses of over 39 weeks, 7-3% compared with 5:5% for all trainces.

Analysis by physical condition shows that the disabled trainees had a higher than average propensity to attend both shorter and longer course although not to such a great extent as trainees in miscellaneous trades. 9-7% of disabled trainees attended courses of 13 weeks or shorter while 18-6% stated that the duration of their course was over 26 weeks.

When asked whether they took the usual length of course most trainees (85-2%) said they did, while 8-7% said they left early and 5-5% said they stayed on longer than usual. For trainees who spent up to 39 weeks on the course the shorter the length of time a trainee spent on a course the more likely he is to have left early. In other words where a trainee spent less than 39 weeks on a course he probably did so because he left early. Of those trainees who spent up to and including 13 weeks on their course left-5% said they left early; 9-0% of the trainees in the 13-26 weeks range also left early. This downward trend reaches 4-0% in the 26-39 weeks range and reverses with those trainees who spent over 39 weeks on their courses where 10-6% said they left early. Those trainees who spent over 39 weeks on their courses are far more likely to have stayed on longer (28-4%) compared with all trainees (5-5%). The same is true of trainees who spent over 39 weeks on their course (14-9%).

Opinion of Length of Course (question 20c, d)

Nearly half the trainees (49.0%) said that, taking into account the trade for which they were training, they considered the course too short, while 46.6% thought that the course was about the right length. Trainees in miscellaneous

trades were more likely to make the criticism of the course being too short (544%)2 ompared with the remaining trainees (48.3%), although this may be explained partly by the fact that trainees in miscellaneous trades have a higher than average propensity to undergo both shorter and longer courses. Analysis by age gave no significant differences although trainees born in 1925 or before were slightly less critical (52.0%) said the course was too short or too long compared with 33.3% for all trainees. Of the disabled trainees 52.2%, thought the course was too short compared with 49.0%, for all trainees, while 3.3% thought the course was too long compared with 49.0% for all trainees.

(Table 21)

The most frequent reason given for saying that the course was too short was given by 48% of all trainees who thought their course too short. Other answers given were, in decreasing order of frequency: not enough time to gain practical experience (46.8%); did not cover, or cover in enough detail, items which were found necessary afterwards (38.8%); and not enough time for technical side or theory (11.3%). There were no significant differences in the answers within training trade, date of birth or physical condition. (Table 22)

181 trainees said that they thought the course was too long and the reasons given were as follows:

Reasons for saving course was too long

	%
Already experienced in parts of trade	31.5
Time spent on things not used in job	23.2
Time wasted for others to catch up	16.0
Too much repetition	14.4
Course too simple	8.3
Too much theory	6.6
Other reasons	18.2

Whether course was as expected (question 21)

All trainees were asked:

"Did the course turn out to be just as you expected it to be or was it different in any ways?"

Only 33.4% of the trainees said that the course was in some way different from what they had expected, the remainder replying either that it was just as they had expected (36.4%) or that they had not known what to expect (30.2%). It is, perhaps, rather surprising that just under one-third of trainees apparently start off on a course not knowing what to expect.

Trainces in miscellaneous trades were the ones who most frequently replied that the course differed from their expectations, (38-7%), but this is related to the fact that only 26-1% of trainces in miscellaneous trades didn't know what to expect. The engineering trades trainces were more likely than any other to say that they didn't know what to expect when they started the course, 35-0% compared with 30-2% for all trainces. Both differences are statistically significant.

Among the older trainees (those born in 1925 and before) and the disabled there is a slightly lower than average tendency to say that the course was in some way different from expectation. In the case of the older trainees the difference is not statistically significant. (Table 23)

Those who said that the course did not turn out to be as they expected were asked in what ways it was different. The three most frequently mentioned differences were (1) that the course was more thorough than they had expected $(28 \circ 0^\circ_{20})$, (2) that it was of a higher standard than expected $(19 \circ 9^\circ_{20})$, and (3) that more practical work had been expected $(16 \circ 5^\circ_{20})$.

Ways in which course differed from what they had expected

Ran	k		Rank	Order	
Ord	er	%	Const.	Eng.	Misc.
1.	More thorough than expected	28.0	1	ĭ	1
2.	Higher standard than expected	19.9	3	2	4
3.	Expected more practical work	16.5	2	5	2
4.	Expected less theory	15.0	4	3	2 5 3
5.	Less thorough than expected	12.7	5	6	3
6.	Lower standard/more elementary				
	than expected	10.8	6	4	6
7.	Expected better/more up to date				
	machinery/equipment	7.2	7	8	7
8.	Expected more theory	6.3	8	7	8
9.	Expected less practical work	4.6	9	9	9
10.	Inadequate/not enough tools				
	(machinery)	3.0	10	10	11
11.	Expected less up to date machinery				
	/equipment	2.6	12	10	10
12.	Insufficient time	2.1	11	12	12
13.	Didn't expect entrance exam/I.Q.				
	test	0.6	13	13	13
	Other answers	18.8			
12.	Expected less up to date machinery /equipment Insufficient time Didn't expect entrance exam/I.Q. test	2·6 2·1 0·6	12 11	10 12	10 12

Spearman rank-correlation coefficients were calculated in the analysis by training trade and the following matrix was obtained.

	Const.	Eng.	Misc.
Const.	1.00	0.94	0.98
Eng.	0.94	1.00	0.99
Misc.	0.98	0.99	1.00

The coefficient can assume a value from -1 to +1. A value equal to 1 indicates perfect agreement between the ranks. A value -1 indicates that the ranks are in exactly the opposite order to each other while a value near zero indicates that the two rankings are independent. It can be seen from the matrix that there is no real difference in the ranking between trainees in construction, engineering and miscellaneous trades.

However, those in miscellaneous training trades, who were, it will be recalled, more likely than others to say the course was different from what they had expected, seem to be more critical in stating the ways in which the course differed from expectation.

Unfavourable comments on ways in which the

Trainces who found course different from expected	Total	Const.	Eng.	Misc.
(base for percentages)	(1420)	(583)	(474)	(363)
Expected better/more up to date machinery	% 7·2	% 6·2	% 6·1	% 10·2
Less thorough than expected	12-7	11-1	11-4	16-8
Lower standard/more elementary than expected	10-8	8-4	13-3	11.3
Insufficient time	2.1	2-4	1.7	2.2
Inadequate/not enough tools (machinery)	3-0	2.7	3.2	3-0

In particular, trainees in miscellaneous trades were far more critical in terms of the proportion saying they expected better/more up to date machinery and in terms of the proportion saying the course was less thorough than expected. On the other hand, the proportions saying the course was more thorough that expected are 30-9%, and 28-3% among the construction and engineering trades respectively but only 23-1% among those training for miscellaneous trades. In addition only 15-4% of miscellaneous trades trades thought that the course was of a higher standard than expected compared with 18-9% for construction trades, and 24-7% for engineering trades.

The analysis by age suggests that the older trainees (born in 1925 or earlier) expected rather more emphasis on practical, as opposed to theoretical work. This is reflected in the higher proportion in this group answering "expected more practical work" (18-7%, compared with 15-1% and 19-0%, in the youngeroups) and "expected less theory" (16-8%, compared with 16-4% and 14-0%).

There were only small differences in the rank order of the answers given by age and where these differences did occur they were at the lower end of the scale.

The replies of the disabled do not differ significantly from those of the able-bodied.

Opinions of course (question 22)

When informants were asked, "What did you think of the training course?" many informants referred to more than one aspect, but of all the replies give (10,039 replies from 4,256 informants) 21-6% were critical and 19-0% neutral. However, the total number of replies does not necessarily represent the number of dissatisfied trainees since it was possible to give more than one answer to this question.

The main critical comments to emerge were (1) "not enough practical work" mentioned by 17-0% of all trainees, (2) "too much time spent on out-of-date practices," mentioned by 9-4% of all trainees, and (3) "rushed things too much", mentioned by 8-8% of all trainees.

Miscellaneous trades trainees were more likely than other trainees to express the criticisms "instructors not very good/proficient", "too many on course/not enough of instructors' time" and that the training course was "too elementary", while engineering trades trainees had a lower than average propensity to say that "too much time was seen to no u-of-date practices".

Middle-aged trainees, those born between 1926 and 1935, were more inclined than the other trainees to be critical of the amount of practical work, 17-0% saving that there was not enough.

It is interesting to note that disabled trainees had a higher than average propensity to give the critical comment "rushed things too much", 12.2% saying this commard with 8.2% of all trainees.

Trainess were asked what they thought about the number of lectures and the amount of practical work. With regard to lectures they were asked "do you think you had too many lectures, not enough or about the right amount?" Referring to practical work the question was "what about practical work? The work you did too much practical work, not enough or about the right amount?" For both questions those who replied "too much/many" or "not enough" were further asked "why do you say that?"

The first point to be noted is that trainees were far more inclined to be critical of the amount of practical work than they were to be of the number of lectures, only about half (\$0.1\%) of the trainees saying they thought there had been about the right amount of practical work compared with 71.7\% who said they thought there had been the right amount of lectures. Further, although the balance of the critical answers is in both cases on the side of those saying into enough, 'the weight of the balance is very different in the two cases. Thus, with regard to practical work, 48.3\% of trainees said there was not enough, and only 1.6\% that there was too much, a ratio of 30.1\, whereas in the case of lectures far fewer, 16.9\%, said there were not enough, whereas 11.4\% said there were too many, a ratio of only 32.2\

When the results are analysed by training trade it is found that trainees in construction trades are more inclined to say that there were too many lectures than are those in other trades (13-5% of those in construction trades, compared with $10\cdot3\%$ of those in engineering and $9\cdot9\%$ of those in miscellaneous) and that they were less likely to answer not enough lectures (15-7% compared with $17\cdot2\%$ in engineering and $18\cdot6\%$ in miscellaneous trades).

Trainees in miscellaneous trades were more likely than those in the other answer, compared with 49-5%, in construction and 41-2% in engineering, and were less likely to think there was the right amount of practical work (40-7% compared with 49-1% in construction and 56-6%, in engineering).

Analysis by age shows that trainees born in 1925 and before are less likely to say there were not enough lectures (13-8% of older trainees compared with 17-8% of younger trainees and 16-7% of the middle age group). Trainees born in 1936 or later are less likely to say there was not enough practical work. Of the youngest group (those born in 1936 or later) 46-8%, said there was not enough practical work, compared with 51-2% of those born between 1926 and 1935, and 49-0% of those born in 1925 or earlier. The youngest group of trainees are also more inclined to say that there was the right amount of practical work—51-4% compared with 47-3% of those in the middle age range and 49-6% of older trainees.

Disabled trainees were more likely to say that there were not enough lectures, 19.7% giving this answer compared with 16.2% of able-bodied trainees.

(Table 25)

Those who thought there had been too few lectures gave the following reasons for their opinion:

Reasons for saving there were too few lectures

	%
Not enough detail/too general/inadequat	
theoretical background	49-8
Need time to absorb theory	22-2
Whole course too short/rushed	20-2
Didn't deal with subjects later found ned	cessary 10.2
Other reasons	15-9

Almost half (49.8%) of those who said there were too few lectures said there was not enough detail, that the information was too general or that the theoretical background was inadequate. That they needed more time to absorb the theory was a reason given by 22.2% while about one fifth (20.2%) considered the whole course too short or rushed. Finally 10.2% said that the lectures didn't deal with subjects later found necessary.

The trainees who said there were too many lectures, did so for the following reasons:

Reasons for saving there were too many lectures

0/
48.6
42-2
15-9
5.0
3.3
4-6

Just under half (48.6%) of those trainees who thought there were too many practical work. 42.2% said there was too much unnecessary theory, 15.9% thought the theory was not well taught and 5.0% did not understand the theory, in order to understand the theory thought the theory the would presumably have required more lectures rather than fewer and hence it seems likely that those who said they did not understand the theory were saying in effect that they did not wish to understand the theory either—or unable to perhaps. A further 3.3% of the trainees who said there were too many lectures, gave as their reason that there was too much writing involved.

Trainees were next asked:

"What about practical work? Do you think you did too much practical work, not enough, or about the right amount?"

As we saw earlier only 1-6% of trainees said there had been too much, the remainder being nearly equally divided between those who thought there was not enough and those who thought there was about the right amount.

(Table 25)

The trainees' reasons for saying there was too little practical work are shown below:

Reasons for saving there was too little practical work

Reasons for saying there was too little practical work		
	%	
Not enough practice to become properly skilled	34.8	
Didn't cover all different types of work, course		
too short	34.8	
Shortage of materials/work/equipment	14.5	
Didn't have time to acquire speed	13.4	
Not enough advanced work	7.8	
Too long on elementary work	4.1	
Other reasons	25-1	

The most frequently given reasons by those who said that there was too library the practical work were (1) they had not enough practice to enable them to become properly skilled and (2) the course did not cover all different types of work or the course was too short—each of these answers was given by 34-8%. Perhaps related to (1) is the answer of 7-8% who said that there was not enough advanced work, and the 4-1% who said that they felt they spent too long on elementary work. 14-5% spoke of shortages of materials, work and equipment, while 13-4% said they did not have time to acquire speed.

From analysis by training trade it appears that trainees in miscellaneous trades are more inclined than the others to say that there had been a shortage of materials (20-9% in miscellaneous compared with 13-0% in construction and 11-4% in engineering) and were less likely to say that they didn't have time to acquire speed (8-7% in miscellaneous compared with 15-2%; in construction and 14-8% in engineering). It may be that the nature of the miscellaneous trades tends to place more emphasis on skill than on speed.

The middle group of trainees in terms of age, those born between 1926 and 1935, are found to be more likely than the rest to say that they did not have time to acquire speed and also to give the criticism that there was not enough advanced work.

There is no significant difference in the answers given as between able-bodied and disabled trainees.

Most useful parts of training (question 23)

All trainees were asked:

"What parts of your training have been most useful to you since you left the training centre?"

36-2% of trainees said all of the training had been useful. Just over a quarter (25-7%) mentioned detailed technical aspects while only 7-4% referred to the theoretical side in general terms. 16-9% of trainees thought the general practical side was one of the most useful parts while 6-9% were more specific and mentioned the use of tools and instruments. At the other extreme were 10-9% of trainees who said that none of the course had been found to be useful since leaving the training centre. 16-7% of those who said that none of the course had been useful are those who have not worked in their training trade, or who have not worked at all since leaving the GTC. On the other hand only 2-0%

of those who said that all of the course had been useful are those who have not worked in their training trade, or who have not worked at all since leaving the GTC.

Among the different trades, trainees in construction trades were most likely to say that detailed technical aspects were among the most useful parts (28-9% compared with 22-6%) of engineering trainees and 25-2% of miscellameous trade trainees). On the other hand construction trade trainees were least likely to mention the theoretical side in general (5-6% compared with 8-7% in engineering and 8-2% in miscellaneous trades) and to say that none of the training was useful 7-1% compared with 14-2% in engineering and 12-0%, in miscellaneous trades).

Analysis by age shows that those trainees born in 1936 or later were the least likely to say that none of the training was useful (8-9% of younger trainees compared with 12-3% of those born between 1926 and 1935, and 16-6% of trainees born in 1925 or before). The younger trainees were also the least likely to refer to the use of tools and instruments as having been useful, 5-8% of them doing so, but were more inclined to mention detailed technical aspects (27-79%).

The only significant difference in the analysis by physical condition is that disabled trainees were more likely to say that none of the training had been useful, 15·0% of them saying so compared with 10·1% of able-bodied trainees.

(Table 26)

Least useful parts of training (question 24)

All except those who had answered that "none" of the course had been useful to them were asked:

"Are there any parts of the course which haven't proved very useful to you so far?"

54.8% of all informants were prepared to say that no parts of the course failed to be useful and a further 1.0% either could not remember or did not know anything which had not turned out to be of use to them. Leaving aside the 10.9% of trainces who had already said that none of the course was of any use, there remain a third of all informants who felt that some, at least, of the course had proved redundant. The most frequently mentioned aspect of the course in this regard was detailed technical operations, mentioned by 19.3% of all informants or 58.1% of those who had found anything which was not useful. The next most frequently mentioned aspect was the "theoretical side", referred to by 7.0% of all informants, or 21.0% of those finding part of the course not useful.

Among the training trades, those in construction gave answers which varied significantly from the rest of the trainees. Construction trade trainees were more likely to say that some parts of the course have not proved useful, 37.7% giving this criticism compared with 28.1% in engineering trades and 34.0% in miscellaneous trades. They were also more inclined to mention detailed technical operation as not being very useful but less likely to mention the theoretical side and detailed use of instruments. However these results should be treated with reserve since some of the differences between training trades is associated with differing proportions of the trainees who said that none of the course was useful.

Parts of course which have not proved very useful:

Trainees who found some parts not useful (base for percentages)	Total (1415)	Const. (638)	Eng. (456)	Misc. (319)
Theoretical side	21.1	14:3	30.2	21.2
Technical operation (detailed)	58-1	63.7	50.5	58.2
Use of instruments (detailed)	4.5	2.1	6.8	5.9
Other parts	20.8	24.1	17.1	19.7

Among the different age groups the youngest, born in 1936 or later, showed a greater tendency to say that some parts of their course proved not to be useful and were the most likely to mention detailed technical operation as the part of the course which they did not find very useful. 22-1% of the youngest trainees mentioned technical operation while among the oldest, born in 1925 or before, only 12-1% did so. The oldest trainees were also least likely to say that some parts of the course were not useful.

Parts of course which have not proved very useful;

Trainees who found some parts not useful		1936 or	1926 to	1925 and
	Total	later	1935	before
(base for percentages)	(1415)	(902)	(332)	(177)
	%	%	%	%
Theoretical side	21.1	18.6	21.8	31.5
Technical operation (detailed)	58-1	60.5	57.3	47.1
Use of instruments (detailed)	4.5	4.1	5.9	3.5
Other parts	20.8	21.1	19.2	22.6

Analysis by only those trainees who found some parts of the course not useful shows that younger trainees are no more likely to mention detailed technical operation although they were so when all trainees were considered. Trainees born in 1925 and before were more inclined to mention the theoretical side, 315% of them doing so compared with 21-8% of trainees born between 1926 and 1935 and 186% born in 1936 or later. (Table 27)

As might be expected, the main reason which was given for parts of the course not being found very useful was that it was not needed in the job—it was given by 62:1% of those who found any parts of the course not very useful. Those most likely to give this reason were those who had found the theoretical side of the course not very useful, 79.8% of them saying that knowledge on this side had not been needed in the job.

The second most frequently quoted reason was that the trainees had been aught out-dated methods, and this reason was mentioned more often by those who had said that the technical aspects of the course were not very useful in practice than by those who said that it was theoretical aspects that had not been useful (32.7% vs 9.8%). People who found the technical operation part of the course not very useful were more likely than the rest to give the use of pre-fabricated parts in industry as the reason, 140% doing so compared with 40% of those referring to the theoretical side and 4.7% of others. Construction

trade trainess were more likely than the rest to give out-dated methods as a case on (39-1)% compared with 11-6% of trainees in engineering trades and 20-2% of trainees in miscellaneous trades); but they were less likely to say that they could not get skilled work of the kind they were trained in (1-9%) as compared with 4+4% for all trainees). Engineers were more likely to complain that they were not treated as skilled men in their job (9-0%), compared with 11-3% in onscitution and 2-5% in miscellaneous).

Main reasons why parts of training had not come in very useful

All trainees	Total	Const.	Eng.	Misc.
(base for percentages)	(4256)	(1693)	(1624)	(939)
	%	%	%	%
Not needed in job	20.8	21.2	19.8	21.6
Methods not much used now	8.7	14.9	3.3	6.9
Could not get skilled work of this kind	1.5	0.7	2.1	1.7
Use of prefabricated parts	3.1	4.9	0.8	3.9
Not treated as skilled man in job	1.4	0.4	2.7	0.9
Other answer	1.5	1.4	1.4	2.0

It may be seen above that one in five trainees said that parts of the course hadn't come in very useful so far because they were not needed in the job.

(Table 28)

Where trainees lived whilst attending the GTC (question 26)

Most trainees (63·6%) said that they lived at home while they were attending the training centre. Another 25·3% stayed in lodgings (64·6% of those not at home) and 9·1% in a GTC hostel (24·9% of those not at home).

More of those in the engineering trades lived at home than did any other trade, (66-3%, compared with 63-4% in construction and 59-4% in miscellaneous trades). Staying in a GTC hostel was most frequent among miscellaneous trades trainees (11-6%). Construction trade trainees were less likely to stay at a GTC hostel than any of the other trades, only one in sixteen or 6-2% doing so.

The younger trainees, those born in 1936 or later, were less likely to stay at home than older trainees (60-4% compared with about 68% of the older trainees). These same trainees were also more likely to live in lodgings, 28-2% of them doing so compared with 21-7% of the middle age group and 20-6% of older trainees.

There is a greater tendency for the disabled to stay in hostels, 12.7% o them doing so compared with 8.3% of the able-bodied trainees and they are less likely to be living at home, 58.7% doing so compared with 64.7% of able-bodied trainees.

Virtually all the 386 trainees who said that they had stayed in a hostel had attended one of two centres, 258 of them at Letchworth and 124 at Slough.

(Table 29)

Living away from home (questions 27, 28)

Those who stayed in hostels were asked:

"Did you, on the whole, enjoy living in the hostel?"

"Why/why not?"

Whether enjoyed living in a hostel, and why/why not

Pr nen	ter enjoyed noing in a notice, and may my		
Yes,	enjoyed living in a hostel	% 77∙2	
	Why enjoyed it: Company/friendly Good food Comfortable/well kept Other reasons		32·2 21·5 24·1 16·1
No,	did not enjoy living in a hostel	22-5	
	Why did not enjoy it Beds were hard/uncomfortable Bad food/cooking Rules and regulations e.g. had to clock in and out Other reasons		4·2 6·7 1·5 14·0
	Don't know/no answer why enjoyed/did not enjoy		18.0
	Total	100.0	

Just over three-quarters of the 386 (77.2%) said that they had enjoyed staying at the hostel, a greater proportion referring to the good company (32.2%) than to the good food (21.5%) or the comfort (24.1%).

For the 22.5% who had not enjoyed the hostel, bad food received the greatest number of criticisms (22.9% or 6.7% of all staying in a hostel).

18.4% mentioned uncomfortable beds (4.2% of all in hostels). Only six trainees out of the 386 in hostels (1.5%) complained of the rules and regulations (e.g. having to clock in and out).

Similarly, trainees who had stayed in lodgings or with relatives etc., were asked:

"Did you on the whole find your lodgings satisfactory?"

"Why/why not?"

Whether found lodgings satisfactory and why/why not

Yes,	on the whole found the lodgings satisfactory	79.6	
	Why found satisfactory:		
	Company friendly		4.4
	Good food		28.4
	Comfortable/well kept		29.8
	Landlady like a mother/made to feel at home		22.3
	Other answers		7.9

No,	did not find lodgings satisfactory	20.0	
	Why found unsatisfactory: Overcrowded/only wanted money Beds were hard/uncomfortable/dirty Bad food/cooking Rules and regulations Other answers	7·1 1·1 8·1 1·1	8 8 0
	Don't know/no answer	25-	7

100.0

Just under four out of five (79-6%) found their lodgings satisfactory. The question is not the same as that asked with regard to hostels where the criterion was *enjoyment* and so the two sets of figures are not directly comparable.

Total

339, or 37.5% of the 905 who said that their lodgings were satisfactory gave as one of their reasons that the lodgings were comfortable and well kept, which represents 29.8% of all those staying in lodgings. Good food was another important factor being mentioned by 28.4% of all those staying in lodgings while 22.3% mentioned that the landlady was like a mother and made them feel at home. However "good company" was mentioned by only 50 trainees (4.4%).

Only one in five (20-0%) of the trainees found their lodgings unsatisfactory, The biggest single criticism made in this connection concerned bad food/cooking, mentioned by 100 of the 227 who found their lodgings in some way unsatisfactory. The next most fequently mentioned criticism concerned overcrowfield and the mercenary intentions of the lodginghouse keepers ("overcrowded/only wanted money") and was mentioned by 7-0% of trainees living in lodgings. Uncomfortable/hard/dirty beds were mentioned by 21 informants, but rules and regulations were, as in the case of hostels, resented by only a very small proportion—seven informants.

Trainees staying in hostels and lodgings were asked:

"Did you go home at weekends, always or nearly always, sometimes, or

How often trainees went home	at weekends	Livi	ng in
,		Hostel	Lodgings
Always or nearly	always	% 68·2	% 65·1
Sometimes	,	19.3	26.3
Not at all		12.5	8.6
	Total	100.0	100.0
		-	

About two-thirds of trainees living in hostels and in lodgings always or nearly always went home at weekends. Among those who went home less frequently, a significantly higher proportion of those in lodgings managed to

get there sometimes at least, trainees living in hostels being the more likely not to have gone home at all during the course.

Trainees who lived in lodgings were also asked:

"Did your landlady allow/were you allowed a rebate for such absences (going home at weekends)?"

Base: Trainees who went home at weekends	Total 1035 %
Whether was allowed a rebate for weekend absences	
Yes	21.1
No	44.2
Did not apply	31-1
Other answers	0.8
No answer/DK/can't remember	2.8
Total	100.0

Only 21-1% of all those staying in lodgings and making regular or occasional visit shome at weekends were allowed rebates for their absence. Of the 1035 doing so 516 (49-9% of the total) said specifically that they paid their lodgings fee in respect of seven nights (rather than 6, 5 or 4 nights) and even amount beese only 168 or 32-6% were allowed rebates. Those who had lived in a hostel were asked whether they would have preferred to have had lodgings, while those who had been in lodgings were asked if they would have preferred a place in a hostel. Of the 404 in hostels, 61 (15-1%) said that they would have preferred lostels. In each case, therefore, a similar proportion would have preferred the alternative.

Domestic circumstances while at GTC (questions 29, 30, 31)

57.2% of informants were married before they went to the GTC, and another 21.1% got married whilst attending the centre. Among the younger trainees (those born in 1936 or later), only 40.1% were married when they arrived at the GTC (compared with 80.0% in the middle age group and 33.1% of miscellaneous trade trainees were married during the course. Only 48.2% of miscellaneous trade trainees were married before going to a GTC but this may be explained to some extent by the fact that miscellaneous trade trainers are biased away from the middle age group. Slightly more disabled trainees were married before going to the GTC (61.0% compared with 56.5% of able-bodied trainces) but more were unmarried at the time of the interview (25.2% compared with 23.2% of able-bodied trainces).

Dependent children

Nearly three-quarters (74.7%) of the married trainees had dependent children at the time they were attending the GTC: just under half of them had

two or more children. As expected, married trainees in the middle age group, born between 1926 and 1935, were more likely to have had dependent children while attending the GTC than all other married trainees. (Table 31)

Other dependants

Among all trainees, 7-3% had dependants other than wives and children. In some cases these other "dependants" were additional to wives and families, 3-8% of married trainees claiming "other dependants", compared with 12-4% of unmarried trainees.

Among the trainees who were married at the end of the course those without children were more likely to have other dependants than trainees with children, (5-7% compared with 3-2% respectively.) (Table 32)

Most frequently the dependant is the trainee's mother (5.2% of all trainees had a dependent mother). (Table 33)

35.5% of all trainees were unmarried and had no dependants at all.

(Table 34)

Income while at GTC (question 32)

Trainees were asked:

"How much were you paid per week while you were at the GTC, including allowances of all kinds?"

The answers are shown in grouped frequencies in Table 35. This table shows that only 1-9% of trainees received less than £5 a week during the course, while 8-2% received between £5 and £7 9s. 11d. Just over two in every five trainees (40-2%) received between £7 10s. and £9 19s. 11d., while a further 39-1% received between £10 and £12 9s. 11d., leaving 9-5% who said that they were in receipt of £12 10s. or more.

A median value of £9 18s. 11d. was calculated from these frequencies (half the trainees receiving more and half receiving less than this amount). Compared with the median value of the reported pre-GTC take-home pay, GTC weekly payments were 30% lower (£4 5s. 9d.).

Those training for miscellaneous trades received less than other trainees; the median value for these trainees was £9 10s. 1d., compared with £10 0s. 6d. for those in the engineering trades, and £10 2s. 5d. for construction trade trainees. (It will be remembered that the percentage of unmarried trainees among the miscellaneous trade group was considerably higher than in the other groups.)

Between the different age groups, the eldest group, those born in 1925 and before reported, on average, the highest weekly allowances while at the GTC, their median value being £10 9s. 6d., compared with £10 4s. 4d. for those born between 1926 and 1935, and £9 8s. 7d. for trainees born in 1936 or later.

Those who were married either before attending the course or during the course at the GTC report a higher allowance level (median £10 18s.) than the rest of the trainess. Those who have married since the end of the course had a lower allowance level than those who remained unmarried (£7 14s. 10d. compared with £8 18s. 4d.)

The median value of the reported pre-GTC take-home pay, and take-home pay whilst at GTC are shown in Table 36 analysed by training trade and date of birth. It should be emphasised here that the table is based on informants' recollection of levels of pay which were in force at least two and a half years hefore the interview took place, and must, therefore be subject to some degree of error. On the other hand, there is no reason to suppose that this factor would apply to one training trade or age group more than another, and the table should be reasonably reliable in the comparison it makes between different groups. Thus in comparison with the fall of 30 % in the median value of takehome pay for all trainees, the median income of the older trainees, those born in 1925 or earlier, was 34% lower at the GTC than it had been previously, this greater fall being associated with a higher level of pre-GTC take-home pay. There are also differences between pay levels analysed by training trade, but the differences are somewhat smaller, ranging from a drop in median pay levels of 27% for miscellaneous trades trainees to 31% for construction and engineering trades trainees. Once again the sharper fall is broadly associated with the groups reporting a higher pre-GTC take-home pay level.

On the subject of the comparison of take-home pay before going to the GTC and whilst attending it, trainees were further asked:

"Was your training allowance (excluding any allowances for lodgings, meals or fares) more or less than your take-home pay in your previous or usual job or was it about the same?"

The vast majority of trainees, 87-1\(^y\), replied that it was less, 7-7\(^y\) said it was about the same, while only 3-9\(^y\) said that they actually received more while they were at the GTC than they had in their previous jobs. 0-3\(^y\) of trainees had had no previous job with which to make a comparison. The reported drops in pay were in most cases substantial—in fact, just over half of all trainees (52-4\(^y\)) said that their take-home pay fell by £5 or more and a further 23-1\(^y\) reported falls of between £2 and £5. Only 10-7\(^y\) of trainees were reporting falls of less than £2.

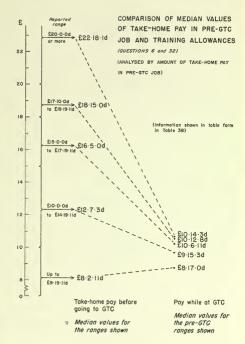
Table 38 and Chart D show how the take-home pay at the GTC as reported by trainees relates to their pre-GTC levels. Thus, for the 39.7% of trainees who reported a pre-GTC take-home pay level of between £10 and £14 19s. 11d., median value £12 7s. 3d., the median value of their GTC allowances was £9 15s. 3d. The 18.9% who had been taking home between £15 and £17 9s. 11d. (median value £16 5s. 0d.) before going to the GTC, still received above average pay when they went to the GTC, (median amount £10 6s. 11d.) but the difference is much smaller. As the chart shows, for every income group, those who received more before going to the GTC also got more while they were there, but the differentials are sharply reduced. (Table 38)

Financial difficulties while at the GTC (question 33b)

Those with dependants (just under two-thirds of trainees) were asked:

"As far as money was concerned did your family (wife/dependants) find it difficult to manage while you were at the training centre?"

Just under two-thirds of trainees with dependants (65.0%) reported that their families had found it difficult to manage. When they were further questioned, just over half of these said that their families had found things "very difficult."



Trainees with dependants	Total
(base for percentages)	2741
	%
Proportion whose families found finances:	
Very difficult	30.7
Difficult	35.5
Not difficult	32.8
Not answered	1-0
Total	100-0

Not unexpectedly, trainees with dependent children reported the greatest difficulties. Of those with children 38-3% said that things had been rery difficult, compared with only 11-3% of those without children; and 74-9% reported some degree of difficulty, compared with only 40-0% of those without children.

This substantial difference between the two groups is shown graphically in Chart E. (As may be seen, children under the age of 19 formed the vast majority of all dependants). Alternatively it will be seen that among those who found things "very difficult" financially, 89-3% had children, compared with 54-2% among those who did not find any difficulty. (Charts F, F)

Those who said that their families had experienced difficulty were then asked how they managed.

The main answers can be summarised as follows:

Wife/dependants cut down on expenditure, economised	42.2%
Drew all or part of savings	26.8%
Wife took job	18.2%
Applied for social security	13-4%

Trainees with children were more likely to apply for social security than trainees without children (15.3% compared with 3.6%), 14.6% of informants mentioned that their wives had a job already, but there were probably others to whom this applied who did not mention the fact.

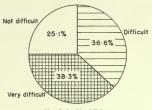
Those who found things "very difficult" were less likely to have a wife working (probably because more of them had children); were more likely to apply for social security; to economise; to get behind with payments and to take a part-time job. They were no more likely to draw upon savings.

Those without children were *less* likely to have to draw from savings; to apply for social security; to have to economise or cut down on expenditure; or to get behind with the mortgage or other payments. They were much *more* likely to have a wife working.

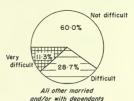
(Table 39)

These differences represent, to some extent, the greater degree of difficulty experienced by those with children. If, however, the results are looked at separately for those who found it difficult and "very difficult" some differences still remain between trainees with or without children. In the following table those who found things "difficult" (as opposed to "very difficult") are analysed by whether or not they had children. There are statistically significant differences between the proportions cutting down on expenditure, applying for social security, and with wives already working.

DEGREE OF FINANCIAL DIFFICULTY EXPERIENCED BY FAMILY (QUESTION 33)

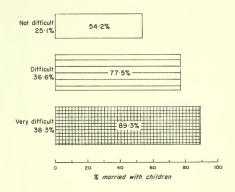


Married with children (2,658 — 74.8%)



(but no children) (896-25:2%)

% MARRIED WITH CHILDREN WITHIN FACH DEGREE OF DIFFICULTY



Trainees who had

Base: Trainees who found it "difficult" to manage	Total (889) %	Children (689) %	No Children (200) %
Ways in which family managed			
Economised/cut down on expenditure	38-1	40-9	28.5
Drew all or part of savings	26.5	28-3	20.5
Applied for social security	9.8	11.5	4.0
Wife already working	20.8	12.5	49.5
Wife took job	17-7	19.0	13-0
Other members of family already working	2-6	2.3	3.5
Other members of family took job	0-1	_	0.5
Got behind with mortgage	0.9	1.2	_
Got behind with other payments	1.8	2.2	0.5
Other answers	16-6	18-1	11.5

Finally, among trainees who had dependent children, those who found things "bery difficult" were less likely to have a working wife, and were more likely to apply for social security, to economise, to get behind with payments and to take part-time jobs.

(Table 40)

VI-LOOKING FOR WORK

Starting to look for work (questions 34, 35)

Obviously, the big step facing trainees at Government Training Centres is that of finding a job to go to. Not all trainees have this problem however.

Trainees were asked:

"When you started your course, did you know exactly what job you would have when you left the GTC?"

8.0% of trainees said that they did know, at the time when they started the course, what job they would eventually go to.

These informants, of whom there were 338, were asked:

"How did you find that job?"

The most common answer, given by 38.5 \(\frac{9}{\psi} \) was that the trainee was keeping his previous job, another 17.2 \(\frac{9}{\psi} \) saying that they had obtained the job through the GTC placement officer. This suggests that 14 \(\psi \) of trainees are successfully placed by the placement officers at the very start of the training course. The remaining trainees who had lined up jobs for themselves at the beginning of the course quoted various methods of obtaining the job, including contact through a relative of friend, Employment Exchanges and press advertisements.

How these jobs were found:

Kept previous job	38.2
GTC placement officer	17.0
Told about it by relative or friend	12-9
Employment Exchange	11.8
Advertisement in press	5.0
GTC Official (other than placement officer)	1.8
Other means	15.3

The proportion of trainees having arranged at the start of the course the job they would eventually go to was highest among those in the construction trades, where it was 9-0% and lowest in the miscellaneous trades, at 6-4%. There were no significant differences by training trade, date of birth or physical condition.

Those who did not already know, at the start of the course, what job they would go to were asked:

"When did you start to look for work?"

Base: All trainees	Total (4256)	
When trainees started to look for work	%	
Knew in advance what job would have at start of course	8.0	
Started looking for work:		
Before course started	0.2	
During the course:	83-0	
Before last four weeks		4.8
In last 2-4 weeks of the course		31-1
In last 2 weeks of the course		41.6
Other times		5.5
After the course ended	6.8	
Didn't look, don't know, no answer	2.1	
	100-0	
	(Table 42)	

The 3916 informants who had not got a job at the start of the course were asked:

"What did you do to find a job?"

Just under half of the trainees (49-0%) said that they had seen the GTC placement officer, and just under a third (32-9%) said that they enquired personally at firms. One quarter (24-4%) said they went to the Employment Exchange, and one in six (16-8%) perused advertisements in the press.

Those in the miscellaneous trades were more likely than others to look at press advertisements, and those in the construction trades and the able-bodied trainees were the most likely to enquire personally at firms. Representatives of firms visiting the GTCs were most frequently reported by engineering trainees (7.1% compared with 4.7%, average).

Those who did not know at the start of the course what job they would be going to at the end were asked:

"How many jobs did you apply for either on your own initiative or through the Employment Exchange before you obtained your first job?"

Job applications through the GTC were not included in the total.

Something over a third, 37-3%, had to make no applications on their own initiative, and another 25-4% had to make only one application, so that nearly two-thirds of the trainess may be said to have been placed with no trouble at all. At the other end of the scale just over one in twenty, 5-1% of trainess, said they had to make no fewer than 9 applications, some more.

Taking the average number of applications of those who made 9 or more as 10, the average number of personal job applications made by all trainess was 1.82. (Table 44)

A more crucial measure of the ease or difficulty with which trainees found theselves jobs may be the length of time that they remained unemployed. This is dealt with in the following section. Although they are not strictly comparable, these responses may be added to the methods employed by trainees who had fixed themselves a job at the start of the course, in order to give a general picture of how all trainees carried out their ind-hunting

	All trainees	"How did you find that job?" (Trainees already placed)	"What did you do to find a job?" (Trainees not already placed)
	(4256)	(340)	(3916)
Methods of finding jobs	, ,	` ´	, ,
	%	%	%
GTC placement officer	46.4	17-0	49.0
Enquired personally at firms	30-3	_	32.9
Employment Exchange	23-4	11.8	24.4
Advertisement in press	15.8	5-0	16.8
Told about job by friend/relative	6.5	12.9	5.9
GTC official (other than placement			
officer)	9-4	1.8	10.0
Representative of firm visited GTC	4.3	_	4.7
Kept previous job	3.1	38-2	_
Employment agency	1.0	_	1.0
Other answers	3.8	15.3	3.1

Thus, for all trainees, regardless of when they arranged their new jobs, just under half $(46^4\%)$ consulted the GTC placement officer or other official, and nearly a third $(30^3\%)$ enquired personally at firms, while one quarter $(23^4\%)$ made use of the Employment Exchange service.

Trainees who had not obtained jobs before starting their courses were asked:

"Did you state in your application that you were GTC trained?"

The great majority of trainees either were placed through the GTC or Employment Exchange, or else stated for all or some of the jobs they applied for that they were GTC trained. Only 2-9%, said that they did not state that they were GTC trained in any of their job applications. This proportion rose to 5-2% of construction trade trainees and was lowest for trainees in miscellaneous (Table 45)

Discussing jobs with others (questions 36, 37)

Those who had not obtained jobs at the start of the course were asked:

"Did the GTC instructors and officials discuss your future employment with you?"

If yes: "On the whole were the jobs they suggested suitable for you?"

If no: "In what ways were the jobs unsuitable?"

41.6% of the trainees said that the instructors and/or officials discussed employment with them and suggested suitable jobs, just under another quarter

 $(23\cdot2\%)$ said that they had discussed jobs but not suggested any which were suitable, while the remainder, just over a third $(34\cdot9\%)$ said they had had no discussions.

The group most likely to have unsuccessful discussions are those in the engineering trades, where 26.9% had no suitable suggestions made to them, but this is explained by the fact that engineering trades were more likely to have discussions.

Tenings who dispussed their future with CTC instructors and officials

			Tra	ining tr	ade	Da	te of B	irth	Phys condi	
a	То	otal	Const.	Eng.	Misc.	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
(base for percentages)	(25	41)	(950)	(1027)	(564)	(1451)	(660)	(425)	(2114)	(430)
Discussed and	No.	%	%	%	%	%	%	%	%	%
suggested suitable jobs	1631	64-2	68-1	60-8	63-9	63-8	63.8	66.3	64-6	62.5
Discussed but did not suggest suitable jobs	910	35-8	31-9	39-2	36-1	36.2	36.2	33-7	35-4	37-5
Total	2541	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0

Analysis of the above table suggests that engineering trades trainees are most likely to be unsuccessful in their discussions.

The 910 who said that they had discussed their future employment with GTC officials, but that the latter had not suggested any suitable jobs, gave a wide variety of answers to the question: "In what ways were the jobs unsuitable?". The complete list is as follows:

	%
Did not suggest specific job	36.7
Too far away	16.8
Pay inadequate	17.0
Not sufficiently skilled	11.4
No jobs in my trade	10.3
No jobs in my area	8-0
Other answers	14.0

The most common difficulty would appear to be one of finding a job in the location in which it is wanted—16.8% say that the jobs suggested were too far away, and another 8.0%, say simply that there were no jobs available in their area, not necessarily implying that they were available elsewhere. In some instances it was considered that the jobs offered were at too low a level of skill.

Trainees were next asked:

"Did you discuss your future employment with a local Employment Exchange?" with a rider for those who did:

"Were the jobs they suggested suitable for vou?"

Those who said that the suggested jobs were not suitable were asked:

"In what ways were the jobs unsuitable?"

Just under a third (30.7%) of the trainees had discussed their future employment with a local Employment Exchange. Of those who did, 54.1% said that the jobs which were suggested were suitable for them.

The trainees whom the Employment Exchanges found it hardest to help were the disabled, the older trainees, and those in the miscellaneous training trades

In the case of disabled trainees who were more likely than the able-bodied to go to the Employment Exchange, 37.7% of them doing so, compared with 29.2% of the able-bodied, it was possible to suggest "suitable" jobs to only half those applying. Where the older trainees were concerned the Employment Exchange was able to suggest "suitable" jobs to only just over half of the older trainees, those born before 1936, compared with 57-3% of the younger ones.

Trainees who discussed their future with a Local Employment Exchange

0			Training trade			Date of birth			Physical condition	
	Тс	tal	Const.	Eng.	Misc.	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
(base for	(12	(04)	(456)	(489)	(259)	(636)	(340)	(228)	(958)	(246)
percentages)	No.	%	%	%	%	%	%	%	%	%
Discussed and suggested suitable jobs	650	54-1	59-1	52-9	47-1	57-3	50-3	50-7	54-8	51-7
Discussed but did not suggest suitable jobs	554	45-9	40-9	47-1	52-9	42.7	49-7	49-3	45.2	48-3
Total	1204	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0

The analysis by training trade suggests that it was relatively easier to help those construction trade trainees who applied, 59-1% of whom said that "suitable" jobs were suggested to them, and rather harder to assist those in miscellaneous trades; just under half of those applicants $(47\cdot1\%)$ said "suitable" jobs were suggested to them. Younger trainees, born in 1936 or later, were also relatively easier to help to find suitable jobs.

For those trainees unable to find any of the jobs suitable, area was the biggest stumbling block, as it was with regard to the suggestions made by the GTC Officials. 16-3% said that there were no jobs in their area, and 7-1% said that the jobs suggested were too far away. 9-9% said that the jobs offered were not at a suitable level of skill, and 21-3% said there were no jobs in their trade. 17-7% of these trainees said that they found that firms did not want CTC trainees. (Table 47)

Trainees who discussed their future employment prospects with the Employment Exchange were asked:

"Did the Employment Exchange suggest jobs only in the trade you were training for, or did they suggest other trades as well?" If other trades were suggested, they were further asked: "Which trades did they suggest?"

Only 10-9% of trainees who attended exchanges said that they had jobs in other trades suggested to them, and a large proportion of these trainees, 47 out of 131, said they had labouring jobs put forward. Exchanges most frequently suggested jobs in other trades to disabled trainees, 16-9% of whom reported this happening—but in their case labouring jobs were only suggested in 10 of the 41 cases.

The other notably more difficult-to-place group, the older trainees, reported, more frequently than the others, that no jobs at all were suggested—this applied to 20.7% of those born before 1926.

Looking at the training trade groups, the engineering trade trainees were most likely to have jobs in other trades suggested to them. (Table 48)

Ease of finding a job (questions 38, 39)

Trainees were asked directly whether they themselves considered that it had been easy to find a job they wanted. The precise form of the question asked was: "Was it easy to find the sort of iob you wanted?"

About one trainee in eight (12.4%) said that it had not been easy to find the sort of job they had wanted. This proportion rises among those in the miscel-laneous training trades, where just over one in seven (14-6%) said it was not easy, among the older trainees born before 1926 and those who were disabled, where the proportion finding it hard was, in both cases, again about one in six (17-0% and 17-2% respectively).

The 529 who said that it was not easy to find the sort of job they had wanted were asked:

"In what ways was it not easy to find the sort of work you wanted?"

The most common answer, given by about two trainees in five (42.5%), was that firms did not want GTC trainees. 24.4% said there were no jobs in their trade, 25.3% that there were none in their area, 8.1% that the jobs offered were not of a sufficiently high level of skill, and 8.5% that the new was inadequate.

Miscellaneous trades trainees were more likely to say that the lack of jobs in their trade made it hard to find a job and also that the pay was inadequate. Construction trade trainees were less inclined to give "lack of jobs in area" as a reason; 23-5% of construction trainees finding it hard gave this reason, but were more likely to mention the adverse effects of bad weather (16-0% giving this reason compared with 0-1% for the sample as a whole).

One important measure of how easy or otherwise trainees found obtaining a job is of course the length of time it took them to do so. 340 out of the 4256 trainees interviewed knew from the start of the course what job they would go to. The remaining 3916 were asked:

"Did you have a job to go to immediately you left the training centre?"
Those who did not were further asked:

"How long did it take you to find a job?"

Over the whole sample, the replies were as follows:

	%
Already had a job at the start of the training course	8-0
Obtained a job to go to immediately they left the training centre	75-0
Did not have a job to go to immediately but found one easily Did not find it easy to find a job	4·3 12·4
Not answered	0.3
Total	100-0

It is interesting to look at the rate at which work was found by the 709 who had no immediate job to go to.

Fortnight	Period in Fortnights	No. without work at start of fortnight (a)	No. who found job within fortnight (b)	No. who found job as % of those without one at start of fortnight (c)
1	Within 2 weeks of end of course	709	309	% 43-6
2	Over 2 weeks and up to 4 weeks	400	148	37-0
3	Over 4 weeks and up to 6 weeks	255	88	34-5
4	Over 6 weeks and up to 8 weeks	164	46	28-0
5	Over 8 weeks and up to 10 weeks	118	24	20.3
6	Over 10 weeks and up to 12 weeks	94	18	19-1

Although the bases (in colume (a)) rapidly decrease in size, it seems clear that in each successive fortnight a smaller proportion of the remaining unemployed are managing to find jobs. This is to be expected, since those left without jobs will be those who, for various reasons, are most difficult to place.

The proportionately greater difficulties experienced by older trainees and the disabled are illustrated by the following table. (Chart G)

Period in		No. without work at start		Physical condition			Date of birth				
Fortnight	Fortnights			Able- bodied Disabled		1926 or later		1925 or before			
1	Within 2 weeks of end of course	709	(100%)	No. 553	% 78-0	No. 156	% 22-0	No. 560	% 79-0	No. 149	% 21-0
2	Over 2 weeks and up to 4 weeks	400	(100%)	295	73-8	105	26.2	298	74-5	102	25-5
3	Over 4 weeks and up to 6 weeks	255	(100%)	179	70-2	76	29-8	180	70-6	75	29-4
4	Over 6 weeks and up to 8 weeks	164	(100%)	103	62-8	61	37-1	114	69-5	50	30.5
5	Over 8 weeks and up to 10 weeks	148	(100%)	72	61-0	46	39-0	74	62.7	44	37-2
6	Over 10 weeks and up to 12 weeks	94	(100%)	56	59-6	38	40-4	57	60-6	36	38-3
7	Over 12 weeks	76	(100%)	45	59-2	31	40-8	42	55-3	34	44-7
All to	rainees	4256	(100%)	3562	83-7	694	16-3	3554	83-5	688	16.2

Thus, 16-3% of all trainees were disabled, but among those who have not got a job immediately after the course the proportion of disabled has already risen to 22-09%, while among those still unemployed after 12 weeks it is up to 40-8%. In the case of those born in 1925 and before, they represent 16-2% of all trainees, 21-0% of those without a job immediately after the end of the course, and 44-7% of those still unemployed after 12 weeks.

The following chart (H) shows the proportions still out of work at the and of each week for (I) all trainees, (2) older trainees and (3) the disabled. Once again it should be remembered that the numbers "still out of work" are based on the question "How long did it take you to find a job?" and should not therefore be taken too literally.

(Table 50, Chart H)

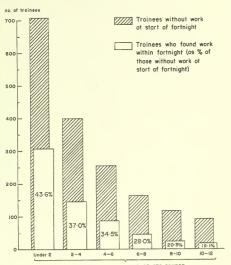
Those who still needed GTC assistance in finding a job during or at the end of the course, that is to say, those who did not know at the start of the course what job they would go to at the end, were asked:

"Do you think the GTC could have given you more help in finding a job?"

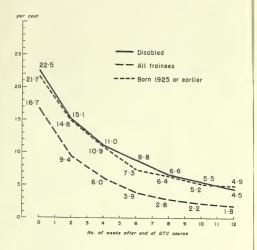
24.9% of these informants (22.9% of all trainees) thought that the GTC could have given more help, and this feeling was more frequently expressed by those in the engineering trades (25.9%), the middle age range, i.e. those born between 1926 and 1935 (26.8%) and the able-bodied (25.2%), although the differences are not statistically significant.

Those who said that they thought the GTC could have given more help were asked "In what way?"

TIME TAKEN TO FIND WORK



% OUT OF WORK AFTER STATED NUMBER OF WEEKS SINCE END OF COURSE (QUESTION 39)



Their answers were as follows:

	%
Could have given more choice, more firms	
to contact	39-6
Placement officer was not interested,	
did not try hard enough	22-4
Did not start discussing jobs early enough	12-1
Could not find jobs in my trade	8-1
Could not find jobs in my area	7-1
Could only find poorly paid jobs	4.4
Selling of GTC training bad	19.0
Lack of trade union co-operation	4.7
Lack of GTC staff	1.6
Other answers	17-0

The principal difficulties appear to have been the feeling that more choice of job could have been given, that the placement officer was not sufficiently interested, and that the selling of GTC training was bad. The 39-6%, 22-4% and 19-0% of those with a complaint referring to these points represent 9-11% and 43-3% of all trainerse. Miscellaneous trades trainees and trainees born in 1925 and before were more likely to say that the placement officer was not interested, did not try hard enough and were less inclined to mention that the selling of GTC training was bad. The other specific complaints are voiced by a small minority even of those complaining at all.

Outside classes attended (question 40)

Trainees were asked:

"Did you, while you were at the training centre, go to any outside classes in connection with your training trade?", and

"Have you been to any classes since you left the training centre?"

Just over one in every five trainees (21.8%) claimed to have attended some outside classes, most of them since leaving the centre. However, a total of 4.0% of trainees said that they had attended outside classes, while they were at the centre, and just under half these had also attended classes after they had left.

The highest propensity to attend outside classes is shown by those in the miscellaneous training trades, nearly a third of whom (320%) did so. The disabled trainees and those born in 1925 and earlier, on the contrary, were the least likely to attend outside classes, only one in six of the former (170%)0 and one in seven of the latter (152%)0 doing so. There is a tendency for younger trainees to make greater use of outside classes than older ones, 24.3% of them doing so compared with 18.2% of the other trainees.

VII - POST TRAINING JOB HISTORY

Trainees were asked to give details of all the jobs they had had since they had left the training centre.

Trainees had had, in all, 14057 jobs between them (an average of 3.31).

Job mobility (question 44)

The average of 3.31 jobs in a period of about 3 years is considerably higher than that which was found among male skilled and semi-skilled manual workers as a whole in a survey carried out in 1963*, which gave averages of 2.34 and 2.50 respectively in the past ten years (the difference is by no means accounted for by the different are composition of trainness).

The average number of jobs was higher among those trained in construction trades than those trained in engineering or miscellaneous trades (4-24 compared with 2-61 and 2-83 respectively). It decreased from 3-63 among those born in 1936 or later to 2-55 among those born in 1925 or earlier. The average was 3-45 among the able-bodied, compared with 2-58 among the disabled. These differences are of the kind that experience would lead one to expect, but the indications are that the general level of job mobility is higher among trainees than among comparable non-trainees. Perhaps unexpectedly, domestic circumstances (such as marital status, parenthood, tenure of dwelling) appeared to have little, if any, relationship to the number of jobs. (Tables 33, 54)

Numbers of jobs in and out of training trade (question 45)

For the purpose of this section a job was regarded as being in the training trade if it was the actual trade for which the traine was trained (including "not fully skilled" status), or was at a higher level of skill in the same field. In a few instances a trainee had started work at a firm in an occupation other than his training trade but had subsequently been put on work in his trade. This has also been counted as working in his trade. By this criterion 56-8% of trainees had always worked in their training trade since leaving the GTC. On the other hand, 5-6% had never worked in their training trade. The percentage who had always worked in their training trade is highest among those trained in construction trades (64-4% compared with 53-1% in engineering and 49-5% in miscellaneous trades).

It may perhaps be cause for concern that among those who are possibly most immediately in need of fresh skills (older workers and the disabled), the percentages who had never worked at their trades were higher than elsewhere (9-3% and 8-5% respectively).

The great majority (67.6%) of trainees had said that they trained in the trade which was their own first choice. However, a minority (4.8%) said they were unable, for one reason or another, to train in either the trade of their

^{*} Labour Mobility in Great Britain by Amelia I. Harris, Government Social Survey 1966.

first choice or second choice. Among this group only 36.9% had always worked in their training trade and 9.6% had never worked in it. From the point of view of retaining a trainee in the trade, therefore, it seems that other things being exall it is preferable to train a man in the trade which he chooses.

Of the 331 jobs done on the average, 2-31 were in training trade and 0-83 not in training trade (information was not obtained about the remaining 0-17 job). In other works, 69-8% of all jobs done by trainees were in trade and 25-2% were not. The average number of jobs in trade and the percentage of all jobs which were in trade were higher among those trained in construction trades than others. That is to say, trainees in construction trades, as might be expected, showed greater job mobility: they were, however, less likely to move to jobs outside their trades. Younger trainees had had more jobs on the average than older but there was little difference in the percentage of jobs which were outside their trades.

Trainees who had trained in the trade of their first choice had had a higher percentage of jobs in trade than had others. (Tables 54, 55)

Differences between trainees from different GTCs

The post-training careers of trainees from different GTCs are undoubtedly dependent on the trades taught at the GTCs and the small numbers involved preclude analysis by trade within GTC. There are, however, some marked differences between training centres in this respect and a condensed version of post-training job history is therefore given in table 56, with the proviso that the figures must be treated with caution in some cases. (Table 56)

First jobs, present jobs and all jobs

Further light is shed on the careers of trainees by a consideration of the first jobs after leaving the training centre, or jobs done at present (i.e. at the time of interview*) and of all jobs done. For reasons of comparability, the status at the commencement of each job has been taken (11.8% of trainees changed their work during the course of their first job; 13-0% in the course of their present job and 8-7% in the course of all jobs; in only a few instances did this result in a change of status).

The status of trainees at the commencement of jobs was as follows:

	First job %	Present job %	All jobs %
Job was:	70-0	57-9	60.5
In training trade In training trade, but not full status	20.2	6.2	9.3
NOT in training trade	9.5	35.7	25.2
Information not obtained	0.3	0.3	5.1
. Total	100-0	100.0	100.0
	-		

^{*}We show elsewhere that at the time of interview 92.0% were working.

There were considerable differences between the first-job status of trainees in different training trades: 26.6% of building trade trainees were working in their training trade without full status, compared with 13.6% of engineering trainees and 20.0% of those in the miscellaneous group. These differences had almost entirely disappeared by the time of the survey. However, at the time of the survey only 34.5% of building trainees were not working at their trade or in their trade without full status, compared with 45.4% of engineering and 49.2% of miscellaneous trainees.

Throughout their post-training careers, disabled trainees were less likely than others to be working at their trade, and at the time of interview 39.8% were working outside their trade, compared with 34.9% of able-bodied.

(Tables 57, 58, 59, 60)

Differences between training centres in this respect are marked in some cases.
These differences have undoubtedly come about partly at least because of the
different trades involved, but the bases are not big enough to allow an analysis
within the trade.

(Table 61)

An analysis of all jobs and present jobs by the number of the job (i.e. whether it was the first, second, third, etc. job after leaving the GTC) gives some interesting information. First the percentage in training trade without status drops sharply between the commencement of the first and the commencement of the second job and then declines slowly and levels off. (The drop appears to be due more to higher status in the second job than to change of status in the first job: we found that only 2-1%* of all trainees said they moved up to full status during the course of the first job). Secondly, 17-3% of trainees still in the job they went to from the training centre said they were not accorded full status at the commencement.

Chirally, the percentage of jobs in training trade (with or without full status) that 75-0%, of all twelfth jobs were in trade (only 1-3% being without full status). To some extent, but not entirely, this is accounted for by the higher proportion of construction trade trainess among those who have had a large number of jobs. It seems, therefore, that some trainees tend to move out of their trade for a time and subsequently to return to it. (Tables 62a, 62b)

Whether trainees believed their jobs to be in training trade (question 48)

An objective assessment was made in the office of the status of the jobs done by trainces. This was based on the details given of the work done. In addition to this trainces were asked:

"Would you say this job was in the trade you were trained in?"

Although for the purposes of comparison it is necessary to have an objective consistent assessment, in some ways what the trainee himself thinks is of equal or even greater importance, since his attitude to a job and to his training trade is likely to be conditioned by whether or not he believes himself to be working in his trade.

Taken overall, the trainees' assessments of their jobs are not unlike those made in the office, as the following shows:

^{*}A few of these in fact moved from "not in trade" status to "in trade" so the disparity is even greater than the figures indicate.

	First	All	Present
	job	jobs	job
	%	%	%
Stated to be IN trade by trainees	89.0	67.1	62.2
Assessed IN trade by office	82.3	65.0	58.0
(at and of ioh)*			

*Includes those in trade without full status.

However, as shown in table 63, the apparent similarity is greater than the actual. The office assessment agrees with the trainees for 87-1% of first jobs, 85-2%, of all jobs and 87-6% of present jobs. Where there is a difference it is more likely to be that the trainee regards the job as in trade and the office as not in trade than the other way round. The extent of disagreement is higher among engineering trade trainees than others. (Table 63)

Trainees were asked whether they thought that, in each job, they used their skills to the full

42.0% thought that in their first job they developed their skills beyond what they learned in the training centre, 19.0% that they used them to the full and 28.5% that they did not use them to the full che remainder said they were working out of trade). As shown earlier, the percentage who were working in trade at the time of interview is considerably less than the percentage in the first job. The decrease is mainly due to the fall in the percentage who said they were working in trade but did not use their skills to the full. This may possibly indicate that where a trainee is able to use or develop his skills he is less likely to leave the trade.

Employment situation of trainees at intervals after training

In presenting this set of findings a choice had to be made between, on the one hand, comparing the figures for two sets of field work at equal intervals since they had left their training centres, and, on the other, showing the figures at the same points in time, but, consequently, at different periods since training had been completed. It was finally decided to present table 66 in two parts. The first part shows results for the 1968 interviewed informants, who left the training centres between September and December 1965, and for whom the main comparisons cover the employment situation in January 1966, 1967, and 1968. The second part of the table covers those interviewed in 1969, that is to say those who left the training centres mainly in January—June, 1966, and for whom the main comparisons are of the employment situations in July 1966, 1967 and 1968. Hence, although the months chosen are different, the elapsed time since training ended is roughly the same for both sets of trainees.

Although the two sets of trainees have differing general levels of in-trade employment, it will be seen that both show a similar pattern in that shortly after the completion of training a relatively high proportion of both groups are in training trade, but without full status (18.7% for the 1968 sample, 15-1% for the 1969 sample), and that a year later this proportion has dropped substantially (to 9.5% and 8.3% respectively). Thereafter the proportion who are in their training trade without full status declines more slowly, reaching 4.8% and 3.5% for the two samples at the time they were interviewed.

The proportion of trainees working in their trades with full status also declines through time. For those who completed their training in the last

quarter of 1965 the proportion in trade with full status falls from 64.5% just after the end of training to 57.6% at the time of interview, while for those who left the training centres in the first half of 1966 the equivalent proportions are 65.8 % and 50.4 %. In interpreting these figures it must, of course, he remembered that the fact that a trainee is no longer working in his training trade does not necessarily represent a failure of training. In some instances trainees have been effectively promoted out of their training trade, where, for example, they have taken a management appointment. In other, probably more numerous instances, although the ex-trainee is no longer in an occupation in which he can be classified as belonging to his training trade he is nonetheless making use of the skills acquired at the training centre. Examples of this include instances where men who trained as nlumbers have gone into work on heating and ventilation, or where a man was trained in agricultural machinery repairing. and has later found employment as a representative of a firm supplying agricultural machinery. This relatively cheerful state of affairs by no means applies in every case, of course, and some trainees have simply, for one reason or another been unable to find work in their trade. Among these must be included the seven to eight per cent who were unemployed at the time of interview. The point is that the proportion of trainees working in their trade at any given time cannot be taken simply as a "success rate" as such. A low proportion working in trade may well be a symptom which indicates that something is wrong, and which should be further investigated, but it has to be remembered that this simple statistic may cover a complicated situation.

Both samples show that construction trade trainees are more likely to remain in their training trade than are trainees in engineering and miscellaneous trades. In addition both samples show that younger trainees and able-bodied trainees are more likely to remain in their training trades than are the older and the disabled. Some of the difference is accounted for by the higher proportions of older trainees and disabled who were not in employment at the time of interview. The actual flaures are as follows:

Proportion of trainees ³ not in employment							
	1968-interviewed Sample			1969-interviewed Sample			All adult males ¹
	All trainees	Trainees born 1925 and before	Disabled trainees	All trainees	Trainees born 1925 and before	Disabled trainees	in G.B.
	%	%	%	%	%	%	%
Before training ² January 1966 July 1966 January 1967 July 1967 January 1968 July 1968 July 1968 July 1969	15·0 6·0 — 4·9 — 6·7 7·1 —	10·2 10·2 10·2 11·7 11·6	10·2 8·7 11·2 11·7	16·2 	5·4 10·6 15·6 17·6	7·6 11·4 15·4 13·2	1.6 1.8 1.4 3.3 2.7 3.5 3.0 3.4

These are the percentage unemployment figures, including school leavers, and not seasonally corrected, from the Employment and Productivity Gazette.

^{*}The "Before training" figure relates to September 1965.
*The trainees' figures refer to those registered as unemployed "Before training" but include sick and a few taking voluntary breaks in the case of post-training figures.

The rate of unemployment among trainess remained lower than before training, but was consistently above the national average. This is not entirely a fair comparison, however, because the regional distribution of trainees at any given time may not correspond to that of the adult male working population. The figures show clearly that it is the older and the disabled trainees who are most likely not to be in employment at any given time. The situation at the time of interview is shown graphically in the chart opposite. (Chart I)

Dates of starting and leaving jobs (question 46, 58)

The dates at which trainees started and finished jobs are of interest because they show the approximate times at which job changes occur and also because they give an indication of the length of time which trainees are likely to spend in individual jobs.

The figures suggest that there may be a tendency for more jobs to be obtained in the first two quarters of the year than in the second two quarters, but there is insufficient data to be certain that this is the case, and the difference, if it exists, is probably a small one. The comparison, for all jobs, is shown below.

Date of starting all jobs

		Year				Can't remember	Total
	1965	1966	1967	1968	1969	remember 10	
	%	%	%	%	%	%	%
Quarter I Quarter II Quarter III Quarter IV	9-4	14·0 16·1 6·8 5·0	5·7 5·8 4·7 4·0	4·8 4·7 3·5* 3·1*	3·3* 2·5* —	Ξ	27·8 29·1 15·0 21·5
Can't remember quarter	_	0.3	0.3	0-1	_	5-9	6.6
Total	9-4	42-2	20.5	16-2	5-8	5.9	100-0

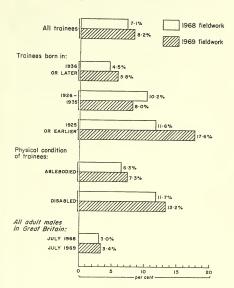
^{*}The figures for the 3rd quarter 1968 and subsequently are derived only from those interviewed in 1969. No data relating to this period are available for those interviewed in 1968.

The figures for the last quarter of 1965 and the first two quarters of 1966 (and, to a lesser extent, the third quarter of 1966) are heavily weighted by trainees finding work for the first time on completion of their courses. The figures for the period running from the third quarter of 1968 to the second quarter of 1969 are down-weighted because no data covering this period are available for the 1968 interviewed sample. In general and in summary it must be said that the starting dates are fairly evenly spread over all quarters. (Tables 66, 67)

The analysis showing the date of leaving the first job by the date of starting is given in two parts, one for each set of fieldwork, (Tables 68 and 68a)

Both show the same broad picture: a relatively high proportion leaving the job within a short time of starting it, then a tailing-off of the departures, leaving another sizeable minority remaining in the job for a relatively long period. Thus, of the 1317 informants who had found their first job before the end of 1965, 14% had already left their job by the end of the year, followed

PROPORTION OF TRAINEES NOT IN EMPLOYMENT AT TIME OF INTERVIEW



by a further 21% in the first quarter and 12% in the second quarter of 1966. Another 8% had left their first jobs by the end of the third quarter, giving a total of more than half (54%) of informants having found and left their first jobs within a year of completing training. After this period the number leaving their first job falls, and at the time of interview more than one fifth (21% of informants) of the 1968-interviewed informants were still working in their first job. The 1969-interviewed trainers show a similar pattern, the greatest proportion of losses from the first job occurring in the second quarter of 1966, just under half having left their first job by the end of 1966 (48-5%) and 18-5% retaining their first job at least until the time of the interview.

The pattern of starting and finishing dates for all jobs is roughly similar. Departures from jobs started in any one quarter of the year reach a maximum in the following quarter, and roughly half have left the job within six months—that is to say, by the end of the second quarter after the one in which the job started. (Tables 68, 69)

Length of time out of work (questions 38, 41, 46, 58, 59)

In estimating the length of time for which trainees have been out of work, with the count has been taken of the time which elapsed before they obtained their first jobs, of the intervals between jobs and of the period of time (if any) for which they had been unemployed if they were out of work at the time of interview. Tables 70–75 show the approximate duration of these periods out of work.

On leaving GTC

75-0% of trainees started work immediately. The percentage of construcion trade trainees (76-8%) was a little higher than that of engineering (72-9%) and of miscellaneous trade trainees (75-6%). Older trainees and disabled trainees were less successful: only 71-5% and 68-3% respectively obtained jobs immediately (8-8% of disabled trainees had to wait more than 6 weeks). (Table 70)

Intervals between jobs

The intervals between jobs have been calculated from the month of leaving one job and the month of starting the next. This provides rather a rough estimate of the interval, since one job ending in (say) May, and another starting in June may involve no gap at all, if one ends on the thirty-first and the other starts on the following day (the first) or an interval of almost two months if the relevant dates are May 1st and June 30th.

Table 71 shows whether an interval was experienced between jobs or not. It shows that older and disabled trainess are more likely to have experienced workless intervals between jobs than are the others. Among training trade groups, it is among those who trained in miscellaneous trades that gaps between jobs are most frequently experienced, but this is partly at least connected with the fact that this group contains the highest proportion of older and disable trainees. (Table 71)

Rates of pay (questions 53, 54, 55, 56)

Background information

The findings of the survey in respect of pay need to be seen in relation to the general situation. The following information has been extracted from the

Ministry of Labour Gazette of various dates, and shows the overall changes which took place between the time the trainees completed their courses (December 1965 has been taken as the operative date) and the time of the survey (June 1968 and July 1969).

Index of hourly rates of pay (male manual workers) (31st Jan. 1956-100)

		Manufacturing industries	All industries
Dec.	1965	156.7	161-2
June	1966	161.8	167-4
Dec.	1966	163.8	168-4
June	1967	166.4	171.6
Dec.	1967	173.2	178-9
June	1968	181.8	184.5
Dec.	1968	190-0	192-2
June	1969	191-9	194-2
Perce	ntage increase		
	o June 1968	16.0	14.5
te	o June 1969	22.5	20.5

Average weekly earnings (men aged 21 and over)

			Manufacturing industries		dustrie
		£	S.	£	s.
Oct.	1965	20	3	19	12
Apr.	1966	20	19	20	5
Oct.	1966	20	16	20	6
Apr.	1967	21	3	20	12
Oct.	1967	21	18	21	8
Apr.	1968	22	17	22	5
Oct.	1968	23	12	23	0
Apr.	1969	24	13	23	18

Ouestions asked

At the beginning of the section of the questionnaire dealing with rates of pay, interviewers established and recorded the basic rate of pay at the start of each job. This was recorded in the terms in which the trainee described it and the hourly rate was calculated in the office where necessary.

Trainees were asked:

"Did the basic pay change at all while you were in that job?"

(Self employed trainees were excluded from this and other questions relating to rates of pay)

The basic pay at the time of leaving the job (present basic pay in the case of the present job) was recorded and the hourly rate calculated as above.

They were also asked:

"Did you get anything on top of basic pay?"

The take-home pay for a full working week at the end of the job (at present for present job) was recorded and trainees were finally asked in respect of the first job:

"How did your take-home pay in this job compare with what you expected when you were in training?"

Those in trade at the time of interview were asked:

"Are your present wages based on the recognised rate for the job you are doing?"

This section of the report deals with the answers to these questions.

Hourly rates of pay

Because hourly rates of pay form the most satisfactory basis of comparison (since they eliminate differences due to varying working hours etc.) they have been analysed in some detail.

At the commencement of their first jobs the basic rate of pay for 31.5% of trainees was 6/- an hour or less. The median and average rates were 6/8. For engineering and construction trade trainees the rates were higher on the average (6/10 and 6/9 respectively) and for miscellaneous trade trainees they were lower (6/4). The average hourly rate for trainees working in trade but without full status was a little less than the average for construction and miscellaneous trade trainees: it is noteworthy that the average hourly rate for trainees working out of trade was in all cases higher than for trainees working in trade without full status, albeit the differences are small in the cases of the construction and engineering trades. (Trade 76)

Half (50-3%) had no change in basic rates during the course of their first jobs. Those who did have an increase mostly reported increases of the order of a few pence. The more lowly paid trainees were not more likely than betterpaid to receive increases or to receive large increases: among the small group whose basic hourly rate was less than 5/-, 58-4% reported no increase.

Table //)

For all jobs held by trainees since leaving the GTC, the average basic hourly rate was 7/3. For construction trade trainees the average was a little higher (7/5) and for miscellaneous trainees it was considerably lower (6/10). Trainees working out of trade in all cases fared better than those in trade but without full status: among miscellaneous trade trainees they fared better than those working in trade with full status (average 7/1, compared with 6/8). The percentages of all jobs in trade for which the basic pay was not more than 6/– an hour were as follows:

All trainees	% 17·6
Construction	12:
Engineering	20.5
Miscellaneous	30-4

The biggest increase in basic hourly rates is between the first and second jobs (average for first job 6/8, for second job 7/4). Thereafter the hourly rate

rises gradually and the increase may well be accounted for to a great extent by general wage increases. This confirms the indications elsewhere in this report that it is between the first and second job after leaving the training centre that trainees look for a major increase in pay. (Tables 78, 79)

Over all the jobs done the percentage who had no change in the basic rate in the course of the job is 57:2, and the amount of increase in most cases can be reckoned in pennies rather than shillings. Comparatively few lowly paid trainees enjoyed a substantial increase in the course of one job. (Table 80)

At the beginning of the present job 17-0% of trainees were still receiving a basic rate of not more than 6/- an hour. The general pattern remains the same, with construction trade trainees the best off in this respect and trainees still in the unfortunate position of working in trade without full status being still the worst off. (Table 81)

Trainces whose present job was the only one they had had since leaving the GTC were by far the worst off. 31-6%, still had a basic rate for not more than 6/- an hour, and their average rate was 6/9. There is less difference between the basic rate for present jobs which are second or subsequent jobs: for the second job it is 7/5, for the fifth 7/8, for the twelfth 8/-. This is further evidence of the desirability, from the financial point of view, of not remaining in the first job indefinitely.

Changes in basic hourly rates are commoner among present jobs than others: 60-4% reported such changes, and the changes which have occurred appear to be greater in many instances than in other jobs. This may be partly at least an effect of memory.

(Table 83)

The basic hourly rate at the end of the present job is compared below with that at the beginning of the first job for all trainees.

Reginning of	Time of	interview
	1968 interviews	
	%	%
31.5	7·1	3-7
33.8	18.1	18.7
21.0	29.7	22.6
6.4	21-3	21.7
3.4	20.9	29.1
3-9	2.9	5.4
-		
100.0	100-0	100.0
6/8	8/	8/3
6/8	8/2	8/8
	33.8 21.0 6.4 3.4 3.9 100.0	first job 1968 interviews % % 31:5 7:1 33:8 18:1 21:0 29:7 6:4 21:3 3:4 20:9 100:0 100:0 6/8 8/-

Thus, for the first sample trainees' basic rates increased on the average by 25-6% compared with the national overall increase of 16-1% from October 1965 to July 1968, and for the second sample the average increase was 26-8% compared with the national overall increase of 16-8% from April 1966 to July 1969.

Supplements to basic pay

The percentages of trainees who received *no* supplements to their basic pay in their first jobs after leaving the training centre and in their present jobs are as follows:

No supplements in:

	First job	Present job
	%	%
All trainees	25.8	13.8
Construction	27-4	11.5
Engineering	17.6	13.0
Miscellaneous	37.3	19.4

The increase in the percentage receiving supplements was not due to a large increase in one kind of supplement, but to a comparatively small increase in each kind, as the following shows:

Supplements received in:

	First job	Present jo
Overtime	% 59·0	% 64·9
Piecework, bonus,		
payment by results	29.9	38.0
Travelling time, fares	10.8	13.4
Shift allowance	4.8	10.4
Additional hourly rate	3.8	5.5
Cost of living bonus	1.1	1.7
Others	7.0	13.0

For the miscellaneous group of traines, overtime and piecework etc. were less important in their first job than they were for the remainder: only 45-6% said they received overtime and only 11-7% received piecework, etc. However, at the time of interview 55-7% of this group were receiving overtime and 21-5% were receiving piecework etc.

Net weekly income (take-home pay)

Net weekly income (i.e. after all deductions have been made) does not provide such an exact basis of comparison as basic rates, because of the varying natures of the off-takes. Nevertheless for the individuals themselves their net weekly incomes are the tangible results of their work and their training. The net weekly incomes have therefore been analysed for the first job and the present job. (Self-employed trainees as well as employees are included).

At the end of their first jobs 22-6% of trainees took home less than £12 10s. for a full week's work and only 19-4% took home £20 or more (the "end of the first job" is not a fixed point in time, because trainees tayed in their first jobs for varying periods, some indeed still being in their first job at the time of interview, 5-2% took home less than £12 10s, and

43-0% took home £20 or more. (It will be recalled that in April 1968 the average weekly earnings of adult male workers in all industries was £22 Ss. and that in April 1969 it had reached £23 18s., this figure of course being before off-takes.) It seems, therefore, that comparatively few trainees had reached the national average in earnings (£23 18s.).

The lower average basic rates are reflected in the lower take-home pay of certain groups, both in the first job and in the present job. Among miscellaneous trade trainces 40.5% took home less than £12 10s. at the end of their first job and 11.2% were still doing so at the time of interview.

As was the case with basic rates, the biggest increase in net earnings occurs between the first and second jobs. 19.4% took home £20 or more in their first jobs and 32.8% did so in their second jobs. (Tables 86, 87, 88)

Satisfaction with pay

38.6% of trainees said that their take-home pay in their first job was about the same as they had expected when they were training, 34.0% said it was less than they had expected and 18.9% that it was more. The remainder could not express an opinion.

Miscellaneous trade trainees were more likely than others to have been disappointed: 42-0% said their pay was less than expected. In general trainees working out of trade were more likely to have been disappointed, possibly because their expectation while in training was that they would be working in their training trade.

It appears to be desirable that every effort should be made before and during training to acquaint trainees with the kind of income they can expect. (Table 89)

Paying the recognised rate

The percentage of trainees working in trade who said they were paid the recognised rate in their present jobs are as follows:

Paid recognised rate NOT paid	Total % 72·2 10·8	Construction % 76.9 10.6	Engineering % 74·1 10·1	Miscellaneous % 59·8 12·6
Don't know	16.5	12-4	15.6	27.5
Total	100-0	100.0	100-0	100.0

Roughly one-seventh of trainees working in trade were not paid the recoging and the first part of the recognition of the recognition of the recognition that the percentage does not greatly differ in the three trade groups, although the percentage of miscellaneous trade trainees who did not know the recognised rate is higher than in the other groups.

Comparison with pre-training income

There are a number of factors which affect take-home pay, such as overall wage increases, changes in family circumstances which alter income tax pay-

ments and alterations in the national insurance rates. Therefore comparisons of take-home pay should be treated with some reserve. Since, however, it was not feasible to question trainees too extensively about their hourly rates for pre-training jobs, the take-home pay provides the only available yardstick for comparison.

Median	take.	home	naı

	Usual pre-	Present
	GTC job	job
	£	£
Training trade		
Construction	14.67	20.35
Engineering	14.44	19.50
Miscellaneous	12-48	17-35
Date of birth		
1936 or later	12.90	19-80
1926-1935	15.63	19.35
1925 or earlier	15-90	17-56
Physical condition		
Able-bodied	14.27	19-35
Disabled	14-07	17-40
All trainees	14.07	10.00
All trainees	14-27	19.35

It is apparent that, by this criterion, the financial benefits of training have been greatest in the case of the youngest trainees. The oldest group have benefited by little, if any, more than they could have expected to do through the overall upward movement of wages during the two and a half year period.

Reasons for taking and leaving jobs (questions 49, 57, 60)

The reasons for leaving one job may well be related to the reasons for taking the next job and therefore both are dealt with in this section.

The first job after leaving the GTC is unique, in that it is the trainee's first experience of seeking to obtain work in which he can use his new skills and, if successful, of working at his new trade. Trainees' reasons for taking it and leaving it are therefore specially important.

(Here and elsewhere we have used the office assessment of whether the trainee was working at his training trade or not, rather than the trainee's own estimate. This has been done to ensure that comparisons are made fairly. We have shown that the trainee's estimate and the office assessment differed in only a small number of instances, but this has occasionally resulted in an apparent inconsistency, for example, where a trainee has stated that he took a job assessed by the office as 'out of trade' in order to use his GTC training).

Perhaps the most interesting feature of the reasons given by trainees for tasting their first job is the fact that for 39-6% it was the only job offered to them. Among those for whom the job was not in training trade 56-7% gave

this answer, and among construction trade trainees the figure was 42.8%. 20.1% said they wanted to use their GTC training; only 13.2% said the job was better paid than others. When we examine the reasons given for leaving the first job and taking the second job, financial considerations loom much larger. 28.6% of all trainees who had left their first job said they had left because they wanted more money and 36.9% of those who had taken a second job had taken that particular job because the pay was better. After the second job the percentage admitting to taking a particular job because it was better paid falls slightly. The percentage who said they took a particular job in order to use their GTC training falls from 20.1% for the first job to 9.6% for the second and then declines still further to 5.8 % and below for fifth and subsequent jobs. Although the percentage who said the job was only one available falls from 39.6% at the first job to 29.5% at the second, it subsequently rises and is 38.3% for the fifth job after which it again declines. It can be said that, at the first job, trainees are mainly concerned with getting work at all, if possible in their training trade, and that thereafter financial considerations become much more important. (Tables 90, 91, 93)

When considering the reasons given for taking the present job it should be remembered that for some trainees it is the only job they have had while for others it is the twelfth or even more. For trainees for whom it is the first job the reasons for taking it give some indications of the factors which may induce trainees to stay in a job. Compared with first jobs as a whole, the percentages saying "better paid", "easier travel", "interesting work" and "good prospects" are higher, while the percentage saying "only job offered" is lower, although still the largest single category. It seems therefore, that it is worthwhile to give a trainee some measure of choice in his first job so that he can take these other factors into account.

(Table 92)

As already stated, a desire for more money was an important reason for leaving their first jobs (named by 28-6%). This was particularly important to trainees in miscellaneous trades. Taken overall, redundancy was almost equally important (named by 22-4%). For construction trade trainees it was the most important reason, being named by 29-1%. Reasons apart from these were of comparatively minor importance, only "for easier travelling" and "didn't like work" being mentioned by as many as one-twelfth. Prejudices against trainees (whether by fellow-workers, trade unions or employers) were comparatively seldom mentioned as such: it may be, however, that the high redundancy rate among trainees working in trade arises from pressures from one quarter or another to dismiss them first when the need to reduce staff arises.

The reasons given for leaving all jobs follow a similar pattern to those given for leaving the first job, and are of a similar order of magnitude. The only point worthy of comment is that redundancy among trainees in trade is at an even higher level for all jobs than for first jobs (29.6% compared with 22.8%) and that dislike of the work, long hours and monotony were mentioned as reasons for leaving 10.5% of all jobs out of trade.

Analysis of the reasons given for leaving jobs by trainees of different ages and by white and coloured trainees reveals few differences.

Older trainees were more likely than younger to leave their first job and all jobs for health reasons: 11.8% of all jobs were left for this reason by those

born in 1925 or earlier, compared with 3.5% of those born in 1936 or later. They were more likely to become redundant in their jobs (29-3% compared with 24-6%) and less likely to leave their jobs for the sake of more money (18-2% compared with 22-8%).

Coloured trainees were less likely than white to become redundant, the percentage leaving for this reason being: 12-7% compared with 26-8% for white trainees. On the other hand they were equally likely to leave in order to earn more money, 23-6% compared with 22-2% for white trainees.

An additional question was asked in respect of leaving the first job only. "Did you feel that by taking a new job you would no longer be thought of as a trainee?"

No trainees had spontaneously answered the previous question in those terms although some had mentioned prejudices of various kinds against trainees as a reason for leaving. The percentages who answered "Yes" to the additional question are as follows:

Date	of birth	
	1936 or later	30.0
	1926-1935	23.8
	1925 or earlier	21.2
Race		
	White	27.6
	Coloured	25.8
	All trainees	27.1

It appears that this aspect is by no means uppermost in the minds of any trainees leaving their first job and that even when reminded of it less than one-third are prepared to admit that it influenced them in leaving their first jobs.

A series of questions dealt with the likelihood of leaving the jobs which trainees were working in at the time of interview. 22-5% said they were thinking of leaving and 12-9% said they had taken steps to find other work (although for 4-5%, of trainees the steps taken consisted of no more than "keeping their eyes and ears open"). The desire for more money and for better prospects were the principal motives for wishing to change jobs. Comparatively few were arriad of possible redundancy. The intention to leave was higher among engineering trade trainees than others. Because of the small number, no separate analysis of coloured trainees has been shown, but the percentage who were thinking of changing their job was considerably higher than among non-coloured (34-0%, compared with 22-4%). The desire for more money and for better propsects were mentioned by 20-8%, and 15-1% of coloured trainees.

(Table 95)

Trainees who were working were asked:

"Do you think your fellow-workers now look on you as fully skilled in your training trade or not?"

Their answers are summarised below:

	Yes accepted	Other answers	Not in trade*
Training trade	/0	70	70
Construction	62.1	17.0	20.5-100.0
Engineering	47-4	26.7	26.6
Miscellaneous	43-1	26.1	31.2
Date of birth			
1936 or later	35.2	20.6	24.6
1926-1935	49.8	26.3	23.7
1925 or earlier	45•3	25.3	29.6
Physical condition			
Able-bodied	55.1	21.0	25.2
Disabled	40.9	33.2	25.8
Race			
White	52-1	21.8	25.1
Coloured	56.6	23.4	19-9
All trainees	53-2	23.0	25.6

^{*}Trainee's own estimation.

It seems, therefore, that only just over half the trainees were both working in their trade and accepted as fully skilled by their fellow-workers. The positionappears to be more satisfactory in the construction trades than elsewhere, and for able-bodied than for disabled. Coloured trainees appear to give a more favourable account of the position than do non-coloured, but the difference is not in fact statistically significant.

For present jobs, acceptance by fellow-workers is partly but not entirely tended to acceptance by the trade union. 74-5% of those accepted by trade unions as fully skilled were also accepted by their fellow workers, while 28-6% of those not accepted by the trade unions believed themselves to be accepted by their fellow-workers.

How jobs are obtained (question 47)

Trainees were asked, in respect of each job they had had since leaving the GTC:

"How did you get to know about this job?"

The answers given in respect of the first job entered on leaving the training centre are important insofar as they show the extent to which trainees relied on official agencies (GTC officials, employment exchanges). If we include in this category the comparatively few instances (34% of all trainees) where a firm's representative visited the GTC, the percentages of trainees in different groups who obtained their jobs through official agencies are as follows:

	%
Training Trade	/0
Construction	57-3
Engineering	64-2
Miscellaneous	63-1
Date of Birth	
1936 or later	61.5
1926-1935	59.6
1925 or earlier	63-0
Physical Condition	
Able-bodied	59-3
Disabled	61.0
All trainees	61.2

Thus, even at the start of their post-training careers, more than one-third of all trainees obtained their jobs by non-official means. The principal non-official means were personal enquiry at firms (named by 17-5%) and being informed by friends (8-6%).

(Table 96)

There are considerable differences between individual training centres in this respect. As already stated, the numbers are small in some cases, but in spite of this the differences are in a few instances sufficiently large to be statistically significant. For example, 49-6% of Bristol trainees obtained their first jobs by non-official means, compared with 26-6% of Slough trainees. Because the numbers are small, care is needed in interpretation of differences.

(Table 97)

After the first job the role of the GTC as job-finder ceases to exist and apart from a very few isolated instances in obtaining second and third jobs there are no further mentions of GTC officials. 16-8% of first jobs and 18-0% of second jobs were found through employment exchanges. After this the percentage gradually decreased for successive jobs. Disabled trainees were more likely than able-bodied to use employment exchanges. Press advertisements assume importance with the second job, where 26-2% of trainees mentioned them: this percentage remains fairly constant. It is less important for construction trade trainees than for engineering or miscellaneous trades trainees. Personal enquiry and information from friends also become important for second and subsequent jobs. It can therefore be said that when the assistance of the GTC ceases after the first job, trainees do not turn to the employment exchange as a replacement but rather rely on personal efforts and the advice of friends.

(Tables 98, 99)

At the time of interview 8-0% of trainees were unemployed. Of the 3916 who were working 21-2% had had only the one job since leaving the GTC. Outside this group no trainees had heard of present jobs through the GTC. If trainees whose present job was the first are omitted, the following percentages are obtained.

	%
Employment exchange	12.6
Press advertisement	26.7
Personal enquiry	27-4
Told by friend	22.4
Others	3.6
Not stated	3.5

Personal enquiry and information from friends are both of particular rounding to construction trade trainees, whereas for miscellaneous trade trainees press advertisements comprise the biggest single source of jobs. Older trainees are more likely than younger to make use of the employment exchange they are less likely to obtain information from friends. (Tables 100, 101)

Standard industrial classification of post-training jobs (question 44)

The industry which traines enter on completion of their course is largely determined by their training trade. It is therefore not surprising that 83-0% of construction trade trainees entered the construction industry and 87-1% of engineering trainees entered one or other of the group of engineering manufacturing industries. Trainees in the miscellaneous group of trades entered a wide variety of industries: 47-0% entered the miscellaneous services, 18-3% engineering manufacturing and 19-8% the distributive trades.

The differences between younger and older trainees and between ablebodied and disabled are to a great extent a function of their different training trades: only 20-6% of trainees aged 40 or more entered the construction industry, compared with 34-7% of those under 40, and while 54-9% of them entered the engineering industry, compared with 36-0% of those under 40, 54-2% of disabled trainees entered one or other of the engineering industries, compared with 36-0% of the able-bodied.

All jobs and present job

The main difference between the standard industrial classifications of the first job, all jobs and present job lies in the lower percentages of later jobs which were in the engineering industry.

	First job	All jobs	Present jo
Engineering	38-0	% 27·9	% 35·6
Other manufacturing	6.4	7.8	10.7
Construction	34.5	38.7	26.9
Other industries	19.5	20.5	26.3
		400.0	100.0
Total	100.0	100.0	100.0

It has already been shown that the average number of jobs in trade is considerably higher for construction trade trainees than for others; this accounts for the higher percentage of all jobs which were in the construction industry.

The decrease, compared with the first job, of the proportions of present jobs inengineering and construction does not appear to rise by virtue of a mass exodustrom one industry to another but of a number of small changes.

An examination of standard industrial classification by job number shows the steady increase in the percentage of jobs in the construction industry, which reflects the higher average number of jobs held since the completion of training by construction trade trainess (although the latter account for only 39.8% of all trainess. 57.4% of fourth or more inbs were held by them

(Tables 103, 104, 105)

Socio-economic group of post-training jobs (question 45)

According to the Registrar-General's classification of socio-economic group, 82.4% of trainees went from the training centre into a skilled manual occupation. The proportion differed however for those assessed's working in their training trade with full status and those assessed as working in trade without full status (840% and 75.8%, respectively). Among the comparatively small group who went into a job not in their training trade, only 47.3% were classed as skilled manual workers, 28.7% being in semi-skilled and 13.9% in unskilled manual jobs.

(Table 106)

There was little difference between younger and older trainees in the extent to which they went into jobs classed as skilled manual, but 92-0% of construction trade trainees went into jobs of this kind, compared with 78-8% of engineering and 71-2% of miscellaneous trade trainees. 12-9% of the last-named became personal service workers.

Only 69.4% of disabled trainees, compared with 84.9% of able-bodied, entered skilled manual jobs. (Table 107)

All jobs and present job

The socio-economic groups of the jobs done by trainees is shown in the following extract:

S.E.G. of jobs	First job	All jobs %	Present job %
Skilled manual	82.4	69-5	64.5
Semi and unskilled manual	11.3	16.1	19.9
Non-manual	2.5	4.2	8.0
Others	3-8	5.1	7-4
N.A.	5-1	4.9	0.1
Total	100.0	100.0	100.0

The fall in percentage in skilled manual jobs is almost entirely due to the increase in the percentage *not* employed in their training trade. Only 9.5% of

^{*}This assessment was made by skilled coders in the light of the job descriptions given by trainees. Elsewhere this assessment is compared with the trainee's own estimation of his job.

first jobs were not in training trade, compared with 25.2% of all jobs and 35.7% of present jobs. The socio-economic groups of the not-in-trade jobs done by trainers were as follows:

	First job	All jobs	Present job
	%	%	%
S.E.G. of not-in-trade jobs			
Skilled manual	47.3	36.9	34.5
Semi and unskilled manual	42.6	45.9	43.6
Non-manual	6.2	10.4	13.8
Others	4.0	6.5	7.9
N.A.	_	0.3	0.1
Total	100.0	100.0	100.0
			(Table 106)

The changes in socio-economic group were common to all training trades, to younger and older trainees and to able-bodied and disabled. There were some differences in magnitude, the one most worthy of comment being the proportionately greater fall in the percentage of disabled in skilled manual jobs: from 69.4% in their first job to 54.6% in present jobs. For able-bodied the corresponding figures are 84.9% and 66.33%. (Tables 107, 108, 109)

The percentage of present jobs in skilled manual jobs falls steadily from the first to the fourth job, then increases. Once again this change is partly but wholly due to the higher proportion of construction trade tranees who have had more than 4 jobs since leaving the GTC. (Table 110)

Hours worked (question 52)

As a background to the information in this section we give the following figures obtained from the Employment and Productivity Gazette of September 1968.

		Average hours worked			
		Manufacturing	All industries		
		industries			
October	1965	46.1	47.0		
April	1966	46.0	46-4		
October	1966	45.0	46∙0		
April	1967	45.2	46.1		
October	1967	45.3	46-2		
April	1968	45-6	46.2		
October	1968	45.8	46.4		
April	1969	45.7	46.4		

Basic working week

The basic working week at the time of leaving each job (at the time of interview for present job) was recorded. In view of the comparatively small changes shown, very detailed analysis is not given. The following summaries show the length of the basic working week for the first job and present job.

	Total	Construction	Engineering	Miscellaneous
Basic working week	%	%	%	%
Dasic working week				
First job				
Less than 40 hours	5.4	2.4	8.3	5.7
40 hours	69.3	64-4	80.8	58.2
41 hours	1.0	0.9	1.1	1.0
42 hours	9.9	13.3	5-1	11.9
More than 42	13-1	17.6	4.1	21.6
Not stated, varied	1.3	1.5	1.5	1.8
Total	100-0	100.0	100-0	100.0
Present job				
Less than 40 hours	8.2	5.1	4.9	7-2
40 hours	70.4	68.3	75.9	64.5
41 hours	1.0	1.0	0.8	1.3
42 hours	4.5	4.6	3.1	6.6
More than 42	10.6	14-3	4.9	14.2
Not stated, varies	5.5	6.9	3.3	6.1
Total	100.0	100.0	100.0	100.0
		-		

Overtime

(According to the Ministry of Labour Gazette the percentage of operatives in manufacturing industries who were working overtime in December 1965 was 36.4%. For July 1969 the figure was 34.2%).

Trainees were asked whether they usually worked overtime in each job, and if so, how many hours they used to work on average.

The figures for the first job and the present job are given below.

	-		8 001.	
Overtime worked	Total %	Construction %	Engineering %	Miscellaneou. %
First job None	33.6	32-9	26.2	47-4
Up to 5 hours 6-10 hours 11-15 hours 16 hours or more	17·7 28·2 8·9 8·5	17·5 26·9 10·0	16·8 35·8 10·0	19·7 17·4 4·9
Varied, can't remember	3-1	10·1 2·4	8·6 2·6	5·4 5·2
Total	100.0	100-0	100.0	100.0
		84		

Present job				
None	28.7	27-4	25-9	35-9
Up to 5 hours	13.5	12.2	14.1	14.9
6-10 hours	27.5	24.7	34.4	20.4
11-15 hours	11.4	12.4	11.7	9.2
16 hours or more	12.6	15.8	9.5	12.0
Varies, not stated	4.0	4.4	3.0	5.2
m . 1	100.0	100.0	100.0	100.0
Total	100.0	100.0	100.0	100.0

It is noteworthy that the increase in the percentage working overtime between the first job and present job is confined to construction and miscellaneous trade trainees, and that the percentage working overtime among engineering trainees actually fell. There may be some seasonal factors involved: overtime is normally more common in the construction industry in summer than in winter.

Shift working

Trainees were asked, in respect of each job, whether they were on any form of shift work, and if so, to describe it. They were also asked whether they liked this form of shift work.

Not unexpectedly, there are marked differences in this respect between trainees in different trade groups, as the following shows.

	Total %	Construction	Engineering	Miscellaneous
Shift work	70	70	70	70
First job				
None	90.2	99.0	78-4	94.8
Continuous night Alternative day	1.8	0.2	4.1	0.9
and night	4.6	0.4	11.6	0.3
Other	3.0	0.4	5.4	3.8
Not stated	0.3	0.1	0.4	0.2
Total	100.0	100.0	100-0	100-0
Present job				
None	81.6	88-6	72.0	85.8
Continuous night Alternative day	3.0	1.2	5-4	2.0
and night	5.4	2.4	10.5	2.1
Other	9.2	6.6	11.5	9.5
Not stated	0.9	1.2	0.7	0.6
Total	100.0	100.0	100.0	100-0
		85		

There was thus an increase in the percentage engaged in shift working between the first and the present jobs and this increase was not confined to any one trade group.

50.1% of those who worked shifts in their first job said that they liked the kind of shifts they worked. For the present job the figure is 47.1%. These two figures are effectively identical.

VIII — TRAINEES AND THE TRADE UNIONS

Various questions during the course of the interview touched on the relationship between the trade unions and the trainees.

Belong to a trade union (questions 7, 50)

Just under one half (45.2%) of the trainees had been members of trade unions in their previous job. Excluding members of the Forces the percentage was 62.5%. Membership was more common among the older trainees and those in the engineering training trades. The proportion of trainees in membership at the time of interview is slightly higher at 52.3%, but part of the rise can be explained by the fact that some (12.2%) of the trainees previously in the armed forces could have been expected to take up union membership on leaving the forces, whether or not they had attended a training centre. Hence taken overall the effect of training was not to increase the preventage of trade union members.

Trainees were asked about membership of trade unions in their pre-GTC jobs, their membership while at the GTC and their membership in each job since leaving. We deal in more detail later with each phase, but the progress of trainees can be summarised as follows:

	At GTC	First job	Present job
	%	%	%
Joined a trade union for first time	12.1	11.4	8-4
Remained in former T.U.	6.7	28.0	29.5
Joined a different T.U.	13.8	13.5	13.8
Let membership lapse*	30.9	7.0	15.2
Rejoined former T.U.	0.8	1.7	4.1
None of these	43.2	39.5	32.5

It seems that the apparent stability of the percentage in membership is in fact the result of two counter-balancing tendencies: to join (or rejoin) a union and to let membership lapse. There is no direct basis of comparison from the findings of the survey with workers who had not been to a GTC, but the evidence of successive Annual Reports of the Registrar of Friendly Societies and of the Trades Union Congress is that the total number in trade union membership as a whole among male manual workers is almost stationary.

Trade union membership in usual pre-GTC job

Under one half (45.2%) of the trainees had been members of trade unions in their previous job; the percentage in membership of unions increased with age, and was more common amongst those taking up engineering trades (53.3%) and least common among those taking up trades in the miscellaneous group.

The Transport and General Workers Union was the union with the most members in our sample. (11.5% of the trainees were members in their previous

^{*}Some trainees first let their former membership lapse and then joined another union. These amounted to 7.5% at the GTC, 1.1% in their first jobs and 3.5% in their present jobs.

job). Apart from the T and G only the Amalgamated Union of Engineers and Foundry Workers and the National Union of Mineworkers were mentioned by more than 5% of the trainees.

Membership of actual trade unions was hardly affected by age and physical condition, although there was a slight indication that membership of the NUM was slightly more common among men born in 1925 and before, and among the disabled. Membership of the AEF was slightly more common among trainess who took up engineering trades.

As might be expected, the percentage of union members varied according to the nature of the previous inh

to the nature of the previous joo.	
All trainees	% of trainees in trade union membership in previous job 45-2
Social class of previous job	
Non-manual	34-4
Skilled manual	62.4
Semi-skilled manual	54.9
Unskilled manual	31.7
Standard Industrial Classification of previous job	•
Construction	28-2
Engineering	60.5
Other manufacturing	55.2
Other industries	55-2
*Armed forces	3.9

Ex-white collar workers and the unskilled had been less often members of unions than the skilled and semi-skilled workers; trainees from the engineering and "other" industries, which include mining and railways and seafaring, were more often in membership.

A question about grade of membership did not produce meaningful answers: comparatively few (10.8%) knew they were graded.

Reasons for non-membership

We asked trainces who had not been members of a union in the job previous to training, if there was any particular reason why they did not belong to a trade union. Of the 2334 non-members, 37-5% replied that there had been no union organisation in the firm, and 20-0% mentioned there being no unions in the services; 12-6% could not say why they had not belonged. The remainder included 8-8% who did not agree with unions and 9-7% who had not been approached; 1-3% said they had not been accepted by the union and 2-7% complained that it had not been a strong union; 1-7% gave other answers. The main reason for not belonging, seems, therefore, to have been lack of union organisation available.

^{*}Some ex-regulars insisted that they had joined a trade union in the final weeks of their service.

Trade union membership while at GTC (question 25)

Just under one-third of trainees let their trade union membership lapse while at the GTC: the percentage did not differ greatly between training trades but was 41.4% among the oldest group compared with 25.3% among the youngest. The percentage who simply remained outside was much higher among the miscellaneous group (61.3%) and among the youngest trainees, where 48.9% remained outside, compared with 31.2% of the oldest.

The differences between trainees in different trades in respect of joining or remaining in unions are quite marked as shown by the following.

	Construction %	Engineering %	Miscellaneous
Joined union for first time	22.1	6.9	3-0
Remained in former TU	4.7	10-2	4.5
Joined a different TU	22-2	11.6	2.3

We have already shown that the percentage of construction trade trainces who were non-unionists in their usual pre-GTT job was higher than that of engineering trade trainces, but the difference was not so marked as to account for the difference in the percentages joining a union for the first time and it might have been expected to produce a contrary effect to that shown above in 'respect of those joining a different trade union. Possibly the level of activity by building trade unions among trainces at training centre is higher than by engineering unions (we show in a later paragraph that engineering trade unions are less likely than building trade unions to accept trainces as fully skilled).

The lower level of trade union organisation among miscellaneous trade trainees while at the GTC merely reflects the pre- and post-GTC situation insofar as this group is concerned.

In general, the percentage of trainees in trade union membership while at the GTC is lower than either before going or after leaving. (Table 112)

Trade union membership after leaving GTC (question 50)

In their first job after leaving the GTC, the behaviour of trainees in respect of trade union membership differed to a marked extent according to trade, and to a less marked extent according to age. The percentage who remained or became non-unionists was almost the same (roughly one-third) in construction and engineering trades, but was just under four-fifths in the miscellaneous trades. However, 43-3% of construction trade trainees remained in their forms union and only 10-2% joined a new one, compared with 24-2% and 21-5% respectively of engineering trainees. (We have already shown that the percentages of construction trade trainess who joined a union for the first time or who joined a new trade union are considerably higher than the percentages of engineering trade trainees who took these courses of action).

It is not surprising that the percentage of younger trainees who joined a union for the first time is higher than the percentage of older trainees who did so, while the percentages joining different unions show the reverse trend. However, the percentage of younger trainees who remained in their former union is much lower than that of older, with the overall result that, in their first jobs, almost half the trainees born in 1936 or later, compared with a little

over one-third of those born in 1925 or earlier were non-members. This is one of several indications that younger trainees are less concerned than older with the value of trade unionism. (Table 113)

The situation in the present job is similar to that in the first job except that the precentage of lapsed members is 15-2%, compared with 7-0% in the first job and the percentage who have remained non-members has fallen from 39-5% to 32-5%. The proportion of non-unionists among miscellaneous trade trainess also fell from four-fifths to seven-tenths.

The progress of union membership can be seen from the analysis by job number of the figures for all jobs. This shows that the percentages joining a trade union for the first time and joining a new trade union fall sharply between the first and second jobs while the percentage remaining in their former union shows a sharp increase at the same point. (Presumably, having joined the union appropriate to their training trade trainees are likely to remain in it). Lapsing in membership also shows a marked increase between the first and second job.

The percentage of non-members (lapsed members and constant non members) is practically stationary at roughly one-half. (Table 115

Acceptance by trade unions (question 51)

Trainees were asked, in respect of each job held since leaving the GTC:

"When you were in this job did you feel you were accepted by the trade union as fully skilled?"

A factor which is common to all jobs held by trainees is the high percentage with no trade union organisation. There was none in 35:1% of first jobs, 37:9%, of present jobs and 36:0%, of all jobs. Therefore, in over one third of jobs, the question of trade union recognition did not arise. Without information about the extent to which the relevant industries as a whole are organised it is not possible to say whether trainese are more likely to gravitate to unorganised work places or not. Throughout their post-training careers, the percentage of miscellaneous trade trainees working in unorganised jobs is considerably higher than the average, but between the first and the present job it fell from 67:2% to 56:3%, while for engineering trainees it rose slightly from 25:9% to 29:4% and for construction trainees from 26:1% to 35:9%. Younger trainees and disabled trainees were also more likely to work in unorganised jobs: in their cases the percentage did not vary greatly from job to job.

Acceptance by the unions within a short period of time shows a sharp increase, from 21-2% to 95-6%, between the first and second jobs, and thereafter increases more slowly, till at the fifth and subsequent jobs it reaches 34-4%, Along with this goes a decrease between the first and second jobs in the percentage accepted by the union after more than 8 weeks (from 5-1% to 2-6%). Here, as elsewhere in this report, the second job after leaving the training centre is seen to be of major importance to the trainee.

Throughout post-training jobs the percentage not recognised by the union is higher for engineering trainees and for older trainees. However, the different level of trade union organisation among the groups obfuscates the meaning of the figures, so the figures below are calculated on the basis of jobs where trade union organisation existed.

			Training Trade L		ate of birth		
	Total %	Con- struction	Engin- eering %	Miscel- laneous	1936 or later %	1926 to 1935 %	1925 or before %
NOT recognised by union in jobs where TU organisation exists							
First job All jobs Present job	45·9 32·2 24·6	42·2 25·1 12·8	50·7 43·4 35·6	42·0 34·9 23·4	45·2 31·0 22·3	47·2 33·5 27·0	46·4 35·9 28·9

It is apparent that the recognition position of trainees in organised workplaces improves to a greater extent for construction trade trainees than for engineering or miscellaneous trade trainees.

The extent of organisation cannot however, be disregarded because non-recognition may encourage trainees to work in non-union workplaces.

(Tables 116, 117, 118, 119)

The level of acceptance by the unions does not differ greatly for coloured and non-coloured trainees: the former, however, were rather more likely to work in unorganised workplaces.

We have shown that only about half the trainees were members of a union in any given job. The most striking fact to emerge from a comparison of their acceptance experience is that trade union members nearly all worked in an organised workplace, while just under four-fifths of non-members worked in unorganised workplaces. Hence, the percentages of members recognised and not recognised by the unions are both consistently very much higher than the percentages of non-unionists. Omitting those working in non-union workplaces gives the following:

NOT recognised by unions in places where TU organisation exists	Total %	TU members %	Non-members %
First job	45.9	44.7	56.2
All jobs	32.2	30.7	42.8
Present job	24.6	24.3	26.7

Although in first jobs the extent of recognition is higher for trade union members, their superiority in this respect is not very great in present jobs.

(Table 120)

Effects of attitudes of trade unions (questions 73)

The questions dealt with so far have related mainly to the factual position of trade union membership at different times during the trainees' working lives.

The question on acceptance by unions involved a certain measure of subjectivity because in some cases recognition may be a formal thing, carried out according to union rules, while in others it may amount to no more than a change of attitude on the part of minor trade union officials or shop stewards, to which some trainess would be sensitive and others not, depending to some extent on whether they minded very much what the unions did.

Towards the end of the interview the specific question was asked:

"Has the attitude of the trade unions made it easier or harder for you to use the skills you learned at the training centre or has it made no difference?"

74:3% of trainces said the attitude of the trade unions had made no difference, 6:3% that it had made things easier and 14.7%, that it had made things harder. The percentages of trainces born outside GB and of coloured trainces who said the trade unions' attitude had made things harder was almost the same as of native-born and white trainces, but comparatively few of these groups said it had made things easier for them and the percentages who said it had made no difference were higher than the average. Possibly factors other than trade union attitudes have a greater effect on these small groups of trainces.

Far greater differences are found between the answers given by trainees who had stated earlier that trade union protection was an important feature in making a job pleasant. Among those who ranked it high on the list of attributes the percentage who said the attitude of the unions had made things easier for them exceeded the percentage who said it had made things harder (16-9% compared with 11-17½). This is the case in only one other sub group (see next paragraph). Whether trainees who regard trade union protection as important take steps to ensure they receive union assistance in their careers or whether those who have been assisted by the union have therefore come to regard union protection as important it is not possible to say. (Table 121)

There are also some striking differences between those working in and out of their trades at the time of interview, as the following extract shows:

				-					
	Co	nstruct	ion	Ei	ngineer	ing	Mi.	scellane	ous
Trade unions have made things:	Total %	In trade %	NOT in trade %	Total	In trade %	NOT in trade %	Total %	In trade %	NOT in trade %
Easier Harder	8·4 9·3	10·5 4·7	4·9 17·2	6·4 23·4	8·4 16·0	3·0 31·6	1·8 7·2	2·3 4·4	1·3 10·2

The only group for which favourable effects outweigh unfavourable is that of construction trainees working in their trade. The attitudes of trade unions in the engineering trades appears to be considerably less helpful than in the construction trades, while for the miscellaneous trades the attitude of the unions appears to be comparatively ineffective either way.

All the groups of trainees not working in their training trades show considerably higher percentages reporting unhelpful trade union attitudes: this is particularly marked among engineering trade trainees, where only 3-0% said

the trade unions had helped and 31-6% that they had hindered, It will be noted that at the time of interview 47-9% of engineering trade trainees were working out of trade, compared with 36-4% of construction trade trainees. It may well be that an unhelpful trade union attitude is one factor which induces a trainee to leave his training trade. (Table 122)

With regard to the importance of trade unions, it is noteworthy that just possible job attributes "having a trade union to look after your interests", only 21-2%, placing it anywhere in the first six. Among those who placed it among the six most important items 52-9% had been in membership of a trade union before attending the GTC, whereas among those who placed it are eighth only 41-2% had been in a union.

IX — SATISFACTIONS WITH PRE-TRAINING AND POST-TRAINING JOBS

Aspects of a job which are important (questions 69, 70)

Apart from the direct financial benefits which may accrue as a result of acquiring higher skills, it is possible that training may produce other benefits in the shape of more congenial employment. Before attempting to assess the relative merits of pre- and post-training jobs, however, it is necessary to have some idea of the things which trainees consider make a job pleasant. They were first asked:

"What would you say are the things you think are very important in a job for you personally?"

Answers to this question were unprompted. They thus represent the ideas uppermost in the minds of trainees and give equal importance to all the things mentioned. Therefore there may be some over-emphasis and some underemphasis, which is corrected to some extent, in respect of selected attributes, by subsequent questions.

"Good wages" was mentioned by 63.7% of trainees and was the attribute most frequently named by all groups of trainees. Older trainees, those born in 1925 and before, the disabled and coloured trainees were less likely to mention good wages, while those whose pre-GTC job was unskilled-manual were more inclined to include this in their answer. Second, but a long way behind, came "being interested in the job" (mentioned by 38.3%). This was comparatively less important to trainees whose usual pre-GTC job was "unskilled-manual", (mentioned by 29.4%). On the other hand, trainees whose usual pre-GTC job was non-manual and trainees who were ex-regular soldiers were more inclined to mention the importance of being interested in the job, 44.9% and 43.4% respectively giving this answer. The next most frequent answer was "security", mentioned by 24.4% of all trainees. A surprising result is the relatively little importance attached to this attribute by coloured trainees (mentioned by only 14.6%). These were also less inclined to mention "being happy, contented in job", the next most important aspect, which was mentioned by 21.4% of all trainees but by only 12.2% of coloured trainees, a statistically very significant difference. This answer to some extent begs the question, which in fact seeks to find out what are the things which make people happy in their jobs. However, this answer is probably the comparatively inarticulate person's way of expressing a desire for some measure of involvement in one's work and as such is of interest. As may be expected, it is more important to those trainees who had worked in non-manual jobs prior to going to the training centre (mentioned by 26.8%). "Good working conditions" was mentioned by 19.9% of all trainees and was attributed relatively little importance by construction trade trainees and trainees whose usual pre-GTC job was as an unskilled manual worker.

No other attribute was mentioned by as many as one in five of all trainees, but it is of interest that "pleasant workmates", although mentioned by only

17-6% of all trainees, was mentioned by 26-8% of coloured trainees. This may well indicate that some of the latter have suffered from unfriendly fellowworkers. (Tables 123, 124)

In their answers to this open-ended question trainees mentioned an average of 2-4 job attributes. No attempt was made here to ask trainees to put the attributes mentioned in order of importance, but at the next question they were asked to put eight specified attributes in order of importance to them personality. Seven out of the eight were chosen because the evidence of other surveys indicates that they are important elements in job-satisfaction. The eight ("having a trade union to look after your interests") was included to provide a background against which to assess trainees' trade union experiences. (It is interesting to note that the first seven attributes all received appreciable numbers of mentions at the open-ended question, while "having a trade union" was mentioned by only 38 trainees).

The following summary shows the overall "score" received by each attribute. The "score" has been calculated on the basis of 1 mark for being placed first, 2 for being placed second and so on. Thus, a high "score" denotes low importance

	Average sco.
	No.
High wages or salary	3.2
Security of job	3.3
Opportunities to use skills	3.6
Good working conditions	4.4
Being left to do things on one's own	4.6
Opportunities for promotion	5.0
Pleasant working companions	5-2
Having a trade union to look after interest	s 6·7

The rank order of importance here differs very little from that of the spontaneous answers to the open-ended question, except that "opportunities to use skills" was very infrequently mentioned spontaneously in these specific terms while "pleasant working companions" was more often mentioned. It may well be that the more general answer "being interested in job" can be assumed to cover a specific interest in the job such as using one's skills. If this assumption is made the rank order correlation is +-8a.

However, although the rank orders are similar, the relative importance of the attributes is very different. For example 'high wages' still heads the list but it is by no means one and a half times as important as "security of job". The one striking similarity is the very minor importance ascribed to "having a trade unjon".

An examination of the average scores given by different groups of trainees shows that for some (those in the miscellaneous training trade group, older trainees, the disabled) job security is more important than high wages, while for coloured trainees the opportunity to use their skills is more important than either. (Tables 125, 126)

The Spearman rank-correlation coefficient was calculated to compare the rank order within training trades, date of birth and physical condition. The following results were obtained.

	Engineering	Miscellaneous
Construction	0.995	0-988
Engineering		0.991
	1926 to 1935	1925 and before
1936 or later	0-994	0.955
1926 to 1935	_	0.998
	Disabled	
Able-bodied	0.994	_

At the 0.01 level of significance, there is a positive correlation when the coefficient is greater than 0.833.

As can be seen there is near perfect agreement between the rankings of the specific factors within the three analyses.

As might be expected, trainees working outside their training trade at the time of interview ascribe less importance to the opportunity to use their skills than do those working in trade. On the other hand they ascribe more importance to job security. (Table 127)

While the "score" is the best measure of the overall importance of each attribute, the actual place in the list is also of interest. For example, it would be possible for the same score to be achieved by an attribute which was placed high on the list by some trainees and low by others and by one which was more or less centrally placed by all. Table 128 shows that the order of importance as measured by the "score" corresponds quite closely with that shown by the percentages giving first place to each attribute.

giving first place
28-4
24.0
17-2
11.5
7.0
6.4
4.1
sts 1·3
0.1
100.0

The relative importance of some individual attributes is somewhat distorted by taking account only of first placings. For example, "opportunities to use

skills" is less often placed seventh or eighth than either "high wages" or "security" and this improves its position relative to them when the overall score is calculated.

By any reckoning "having a trade union to look after one's interests" is of negligible importance: 50.9% put it eighth and a further 17-1% put it seventh. (Table 128)

Satisfaction with usual pre-GTC job and with present (or most recent) job (questions 71 and 72)

Trainees were next asked to say how satisfactory their usual pre-GTC jobs and their present (or most recent) jobs were in respect of each of the specified attributes.

The percentage of trainees who said their present job was "very satisfactory" in their present job than for their usual pre-GTC job. The following extract shows the excess of "very satisfactory" over "NOT satisfactory" for each attribute for the present job and for the usual pre-GTC job.

	Present job	Pre-GTC job
	%	%
High wages	21·0	-16.2
Security	26.1	8-5
Opportunities to use skills	30.4	-27.8
Good working conditions	20.3	- 7.4
Being left to do things on own	58-0	23.1
Opportunities for promotion	-27.3	-48.7
Pleasant working companions	55-3	46.5
Having a trade union to look		
after interests	- 9·1	21.2

(Further confirmation of the relative unimportance of the trade unions in their working lives is shown by the fact that 27.8% did not know whether in their present job there was satisfactory trade union protection and 31.1% did not know whether there was in their pre-GTC job).

It can be seen that improvements in job satisfactions as a result of GTC training are not confined to the obvious ones of high wages and opportunities to use skills.

(Table 129)

A further indication of the general improvement is given by the number of attributes in which the present and pre-GTC jobs were described as "very satisfactory". The average number of attributes relating to present jobs was 3-22, compared with only 2-29 for pre-GTC jobs.

Satisfaction with present or last job of those working in and out of training trade (question 72)

So far we have dealt with the relative importance of various factors in job saffaction and have compared jobs before and after training in respect of each. It would seem likely that there might be some difference between trainees working in and out of their training trade in their satisfaction with their present job. Table 130 compares the satisfactions of those in and out of trade in each of the training trade groups, for present or last job.

If we take as the criterion for level of satisfaction the excess of "very satisfactory" over "not satisfactory", it can be said that in most instances the level of satisfaction among trainees in trade is higher than that among trainees not working in trade. However, in some instances the difference is not great and in others this criterion masks differences which may be important. For example, among all trainees working in trade 36.3% said their present job was "very satisfactory" in respect of good working conditions and 17.0% that it was not satisfactory, while among all trainees not working in trade the corresponding figures were 38.4% and 16.8% respectively. Except in the case of "opportunities to use skills" the difference in the favour of those in trade is not perhaps as great as might have been anticipated, and some of the exceptions to the general statement may be cause for concern. For example, for engineering trainees "opportunities for promotion" are less satisfactory for those in trade than for those out of trade, and for construction trade trainees working conditions appear, as might be expected in view of the conditions found on building sites, to be more satisfactory for those who are not working in the trade. Taken as a whole the level of satisfaction of the trainees without full status was less than either those in trade with full status or those out of trade in important instances, particularly "high wages".

	In trade			
	All trainees %	Full status %	NOT full status %	Out of trade %
High wages				
Very satisfactory	36∙0	38.7	28.0	33-8
Fairly satisfactory	47.7	49-2	53.0	45.5
NOT satisfactory	15.0	11.5	17-1	18.7
Don't know, not answered, does not				
apply	0.7	0.6	1.9	2.0
Total	100-0	100.0	100.0	100.0

The comparative unimportance of trade union support in their working lives is once again emphasised by the high percentages in all groups who could not express an opinion about the satisfactoriness or otherwise of trade union efforts. Where an opinion was expressed it was more often "not satisfactory."

(Table 130)

Summary

It can be said in general terms that having been to a training centre increases the level of job satisfaction in respect of a number of job attributes. This applies in many cases to attributes which are not directly related to training (e.g. working conditions, working companions) as well as to those that are, and to those working outside their training trade as well as those working in it. Possibly one effect of training is to make it easier for a trainee to be more particular about the jobs he will take and enable him to reject or leave those which do not come up to his expectations.

Willingness to move to obtain job in training trade (question 74)

One test of the usefulness of the training trade is the extent to which trainees are prepared to move in order to remain in it. When asked what they would do if work in their training trade was not available in the area in which they were living, 44.7% of all trainees said they would move out of the area to find a job in their training trade and half said they would stay in the area and take work in another trade.

Younger trainces were more likely to be willing to move than older and single than married (whether or not the wife was working made fittle difference); able-bodied were also more likely than disabled to be willing to move. The most marked difference, however, is between those working in their training trade and those not, at the time of interview. 57-4% of those in trade, compared with 26-4% of those not in trade, would be willing to move. Among miscellaneous trades trainees the difference was even more marked: 59-2% of those in trade would move, compared with 22-6% of those out of trade.

The reasons given for being unwilling to move are mainly of a personal that creater. 62.8% of those unwilling said they had roots in the area, 21.2% that other members of the family would not want to move and 22.7% mentioned the difficulty of moving house. Among those not working in trade, although personal reasons were still the most important, the comparative attractions of other jobs were mentioned by 14.4% ("cran carn as much in other jobs" 5.5%; "have another trade now" 8.9%) compared with 2.8% of those working in trade. (Tables 131, 132)

Earlier in the interview trainees had been asked about the moves they had made since leaving the GTC (including those made for other purposes as well as in order to take jobs).

Just over half the traines (52·1%) had moved at least once since they left the training centre (although 3·4% subsequently returned to their original address), 48·7% of all traines had moved permanently, but only 9·6% (18·4% of those who had moved at all) had moved oermanently for work reasons.

The percentage who had moved at all did differ slightly in the three training trade groups, and the percentage of construction trade trainees who had moved to take up work (9-9%) was lower than in the other two (13-4%, and 13-8%). Not only were the two latter more likely to move to take up work, they were also more likely to move more than once. Only 17-2% of all moves made by construction trade trainees were made for the sake of work, compared with 25-5% of those made by engineering trade trainees and 22-3% of those made by miscellaneous trade trainees.

It should be borne in mind that "moves" as defined by this question included moves within the same area, whereas the question relating to willingness to move referred specifically to moving outside the area. It is probably reasonable to assume that the moves already made to take up a job must have involved moving outside the area. [Table 133]

In a survey carried out in 1963* in which workers under retirement age were asked whether they would move away from their area of residence in order to be able to work, it was found that 51-9%, of men under 65 would be willing to do so. This is not very different from the finding of the present enquiry, which seems

^{*}Labour Mobility in Great Britain by Amelia I. Harris (Government Social Survey 1966)

to indicate that having acquired a new trade does not affect trainees' attitudes towards moving in search of appropriate work. The Labour Mobility Survey covered actual moves in the past ten years, whereas the period covered by the present survey was approximately 2½ years, so a direct comparison is not possible. It is interesting to note, however, that, according to the Labour Mobility Survey 52.9% of men under retirement age had moved at least one (21.7% more than once) in the past ten years, compared with the 52-1% of trainees who had moved at least once and the 17-0% who had moved more than once during the period since they left the GTC. It can perhaps tentatively be concluded that it is more likely that trainees who have already moved will move again than that those who have not moved will do so.

Recommending others to go to GTC (question 75)

A fair test of the extent to which trainees believe the training they received was valuable is their willingness to recommend others to do the same thing.

When asked whether, in the light of their own experience, they would advise others to go to a GTC, 90.3% of trainees said they would do so. Not surprisingly, among those working in trade at the time of interview the figure was higher than among those working in other jobs (95.2% compared with 83.8%).

The comparatively small number who would not advise others to go to a GTC gave as their main reasons the inadequacy of training (given by 34-8%), subsequent discrimination by trade unions (29-8%) and discrimination by employers (22-5%).

The reasons for advising others to go to a GTC were headed by "chance to learn a trade" (named by 8.5 %) of all trainees). Next, but a long way behind, came "good training" (27.2%) and "more secure employment prospects" (16.5%). The prospect of higher wages was mentioned by only 13-0%. In general although there are some differences in emphasis, the reasons given do not differ greatly between the groups of trainees. Miscellaneous trades trainees, those born in 1925 and before, and the disabled are less likely to give "higher wages" as a reason. Those working out of trade were less likely to mention "more secure employment prospects" or "higher wages". Not unexpectedly this group were less enthusiastic about the merits of GTCs than those who were working in trade.

Those who would recommend others to go to a GTC were asked whether they thought there were any disadvantages in having been. 57.3% said there were none. The three leading disadvantages mentioned were: "workmates not well-disposed (no mention of trade unions)" (16.7%); "mentiongout of trade were more likely to mention employer hostility and trade union hostility and less likely to mention workmates' hostility. (In this connection it must be borne in mind that the answers were "unprompted", that is to say they were recorded as given by trainees and if an answer was given which referred to the hostility of workmates, no attempt was made to find out whether it was union inspired. Therefore, unless a traine specifically mentioned some feature of trade union activity, e.g. a shop steward or local official, it is not known whether the workmates' hostility arose through trade union influence or through instinctive resentment or similar cause).

It can be said that the attitudes of both employers and fellow-workers present some problems for trainees. (Tables 134, 135, 136, 137)

APPENDIX A

THE SAMPLE

An attempt was made to contact all trainees who completed a course of training at a Government Training Centre during the period 14th September-13th June 1966 inclusive. Out of the 5912 trainees whose names and addresses were supplied by the GTCs 4256 or 72-0% were interviewed.

The reasons why the remaining 1656 were not interviewed are as follows:

	%
Not traced, moved away	50.9
Emigrated, gone abroad	14-2
Dead	2.6
Away temporarily, working away, on holiday	9.3
Refused, failed to keep appointment	8.1
Out at all calls	11.9
Not contacted by interviewers	2.0
Other reasons	1.0
Total	100.0

It is possible that a longer period for interviewing, preferably not in the holiday season, might have made it possible to increase the success rate to some 70-75% but it is probable that a nucleus of some 25% of trainees would be virtually impossible to trace.

If the trainees who were interviewed were found to differ substantially from trainees as a whole then the validity of the findings could be questioned. However, as shown in tables A1 and A2 this is not the case. In terms of physical condition, age and training trade the interviewed sample is in good agreement with all trainess completing their training during the period in question.

TABLE A1

Comparison of set and achieved samples

		S	et	Achieved	
Training Centre		No.	%	No.	%
Billingham		224	3.8	184	4-3
Birmingham		147	2.5	103	2-4
Blackburn		169	2.8	135	3.2
Bristol		287	4-9	214	5.0
Cardiff		299	5-1	218	5-1
Dumbarton		98	1.7	103	2.4
Dunfermline		128	2.2	73	1.7
Enfield		271	4·6 6·8	157	3.7
Felling		402 231	3.9	315 159	7-4 3-7
Gloucester Hillingdon		182	3.9	125	2.9
Hinnggon Hindlev		164	2.8	136	3.2
Hull		112	1.9	91	2.1
(rvine		105	1.8	82	1.9
Leeds		198	3.3	120	2.8
Leicester		168	2.8	121	2.9
Letchworth		395	6.7	304	7.2
Liverpool		397	6.7	280	6.6
Llanelli		215	3.6	179	4.2
Long Eaton		250	4-2	178	4.2
Motherwell		130	2.2	86	2.0
Perivale		206	3.5	100	2.4
Port Glasgow		26	0.4	22	0.5
Queenslie		35	0.6	24	0.6
Poplar		101	1.7	62	1.5
Sheffield		137	2.3	113	2.7
Slough		282	4.8	185	4.3
Southampton		186	3.1	135	3.2
Tursdale		108	1-8	84	2.0
Waddon		259	4-4	168	3-9
	Total	5912	100-0	4256	100-0
Ex-Regular, able-bodied		585	9-9	424	9.9
Ex-Regular, disabled		111	1.9	79	1.9
Able-bodied		4242	71.7	3051	71.7
Disabled		822	13-9	617	14-5
Not stated		152	2.6	85	2.0
	Total	5912	100-0	4256	100-0

TABLE A2

Comparison of characteristics of set and achieved samples

	Set		Achieved		
	No.	%	No.	%	
Year of birth 1936 or later 1926 – 1935 1916 – 1925 1915 or earlier Not given	3528 1463 769 99 53	59·7 24·7 13·0 1·7 0·9	2471 1083 626 62 14	58·1 25·4 14·7 1·5 0·3	
Total	5912	100.0	4256	100-0	
Training trade Bricklaying Carpentry Carpentry Contractors plant maintenance Electrical contracting Heating and ventilating fitting House painting and decorating Plantbing Plumbing Stating and tiling Street masonny and paving Woodcutting machining	545 768 266 106 186 23 106 168 5 56	9·2 13·0 4·5 1·8 3·2 0·4 1·8 2·8 0·1 0·9 1·3	409 586 158 72 139 18 82 129 4 41 54	9·6 13·8 3·7 1·7 3·3 0·4 1·9 3·0 0·1 1·0 1·3	
Total construction trades	2308	39.0	1692	39.8	
Capstan setting/operating Centre lathe turning Draughtsmanship Draughtsmanship Fitting—general tool Instrument beneft and machine work Instrument maintenance Milling setting/operating Precision gränding Welding—oxyacetylene Welding—oxyacetylene Welding—oxyacetylene	553 337 103 192 45 153 28 286 153 45 207 62 44 3	9·4 5·7 1·7 3·2 0·8 2·6 0·5 4·8 2·6 0·8 3·5 1·0 0·7	406 254 79 141 34 133 3 222 115 32 128 33 41 3	9·5 6·0 1·8 3·3 0·8 3·1 0·1 5·2 2·7 0·8 3·0 0·8 1·0 0·1	
Total engineering trades	2208	37-4	1624	38-2	
Agricultural machinery repairing Boot and shor repairing Caniene cooking Furniture—cubinet making Furniture—cubinet making Furniture—cubinet making Heavy whiche repairing Heavy whiche repairing Heavy whiche repairing Scientific glassiblewing Screen process printing Screen process printing Screen process printing Tailoring (Retall Bespote) Full Conference of the Conferen	115 7 34 11 191 — 30 558 220 5 22 40 24 52 21 13 54	1.9 0.1 0.6 0.2 3.2 	87 7 19 6 130 3 27 364 152 4 11 30 10 32 12 9	2·0 0·2 0·4 0·1 3·1 0·6 8·5 3·6 0·1 0·3 0·7 0·8 0·3	
Total miscellaneous trades	1391	23-6	938	22.0	
GRAND TOTAL	5912	100-0	4254	100-0	

APPENDIX B THE QUESTIONNAIRE

Govern Social Survey		OF GTC TRAILERS SS 432/B
(ii)	SERIAL NO. INFORMANT'S HAME	(iv) Interviewer's Name (v) Interviewer's Namber (vi) Date of interview / / 1969 (vii) No. of calls made (viii) Interview Started
		Finished i.e. mins.

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										Yes No	2
			NTRODU	an om	102 10	CODDIN	nTw				
		1	MINODO	un dun	VD1 NV	COUNTR	obi				
											7

First of all, what were you doing just before you went to the Training Centre?	
H.M. Forces In a job Unemployed	X Go to d
Sick Industrial Rehabilitation Unit Other (SPECIFY)	1) Ask a 2) 3)
(a) What exactly was your last job before you went to the G.T.C.? (DESCRIBE FULLY INCLUDING JOB TITLE)	
Occupation:	
Industry:	
(b) Was this your usual job? Yes No, usual job H.M. Forces No, any other answer	Y Go to 2 X Go to d O Ask c
(c) What exactly was your usual job?	
Occupation:	
Industry:	
(d) Service Royal Havy Army Royal Air Force Royal Marine	X O 1
Rank (SPBCIFY) Hon Commissioned Commissioned	3 4
Trade Trade (SPEIFY) No trade	6 7

~ 3 -		
 Why did you leave this (usual) job? (IF NO USUAL JOB, ASK IN RESPECT OF LAST JOB) 	-	
CODE ALL No chance of advancement/dead end	job X	n n
Wanted to acquire skill/trade (in general or specif	Pie) 0	
Working conditions poor (exc. hours of w	ork) 1	Go to 3
Pay not good eno	nigh 2	
No secur	ity 3	
Health reas	ons Y	1
Dismissed (disciplinary reasons) (SPECE	FY) 4	
Became redunda	ant 5	-Ask a
Other answers (SPECII	FY) 6	
	No X 2 2 3 3 rk) 4 5 6 tty 6	Go to 3

	- 4 -	
3.	May I just check, did you -	
	CODE ALL go straight from your (last job/service in the forces) THAT RPPLY to the G.T.C.	Y Go to 4
	or did you have a period of unemployment	X Ask a & b
	or sickness	0 <u>Ask a & d</u>
	or a break for any other reason in between? (SPECIFY)	1 Ask a & b
	(a) How long was this break?	
	Less than one month	5
	1 month and less than 3 months	6
	3 months and less than 6 months	7
	6 months and over	8
	Don't know	9
	(b) Were you registered at the employment exchange? Yes	Y Ask c
	По	X Go to d
	(c) Were you receiving unemployment benefit? RECORD THEN GO TO $\underline{\mathbf{d}}$ Yes	1
	IF SIGK (CODE O AT Q.3) (d) Were you receiving sickness benefit or any other social security payment?	2
	CODE ALL Sickness benefit	3
	THAT APPLY Disablement benefit	4
	Social security/national assistance/supplem. benefit	5



Other State benefit (SPECIFY) 6

	- 5 -	
4.	Were there any things you particularly liked about your usual/last job?	
	CODE ALL THAT APPLY	Y
		x
	Being within easy travelling distance from home	0
	Security of job	1
	Pleasant working companions	2
	Good working conditions	3
	Opportunities for promotion	4
	Being left to do things on your own	5
	Open sir life	6
	Other (SPECIFY)	7
	Nothing at all	8
	Don't know/nothing in particular	9
5.	And were there any things you particularly disliked?	
		ĭ
	Lack of opportunity to use skills and/or qualifications	X
	THAT APPLY Too long travelling distance from home	0
	Lack of security of job	1
	Didn't like working companions	2
	Poor working conditions	3
	-	4
Laol	of opportunity to work on one's own (i.e. without direct supervision)	5
	Boredom/monotony	6
	Shift work	7
	Other (SPECIFY)	-
	Other (SrzCIFI)	В
		8
	Ounce (Gradin)	у

6. What was your take-home pay at the time you left your usual/last job?	
RECORD EXACT AMOUNT AND RING APPROPRIATE CODE MONTHLY EQUIVALENTS WEEKLY	
19 to £32, 9.11.	Y X 0 1 2 3 4 5 6 7 8
7. Did you belong to a Trade Union when you were in that job? (i.e. usual/last job) Yes	Y Ask b-c
No	X Go to d
(b) Which one?	
(a) What grade of member were you?	
(d) Was there any particular reason why you did not belong to	

- a Trade Union?
 - No T.U. organisation at place of work 4
 - Don't agree with Trade Unions 5
 - Other (SPECIFY) 6
 - Don't know 7

	-7-		
8,	How did you first hear about the Government Training Centres?	1	
	CODE ONE OFFIcial at Employment Exchange OHLY (inc. Disablement Resettlement Officer)	,	r
	Poster/notice inside or outside Employment Exchange	12	
	Advertisement/campaign in Press or T.V.	1	
	Doctor, specialist	1	
	Hospital Almoner	2	
		3	
	Friend/relative/neighbour etc. who had been to a G.T.C.	4	
	Friend/relative/neighbour who had HOT been to a G.T.C.	5	
		6	
		Ľ	
9.	Were you married at the time you applied for training at the G.T.C.?		
	Yes	Y	Ask a
	No		Go to 10
	(a) Did you discuss going to the G.T.C. with your wife?		
		1	Ask b & c
			Go to 10
	(b) What did she think of the idea?		00 00 10
	Chance to get better job	4	
	CODE ALL Chance to learn skill/trade	5	
	THAT APPLY Chance to earn more money	6	
	Chance to get more security	7	
		8	
	8.11.00	9	
	Other (SPECIFY)	0	
	(c) Sturming up, would you say she thought it was a good idea or not a very good idea?	-	
	Good idea	1)
	Not very good idea No feelings either way/neutral	2)	Ask d

31	Ask	d	
3			
2			

(d) How strongly did she feel about it, strongly or not very strongly?

strongly

not very strongly

GOOD GOOD IDEA IDEA

4

3

5

10. Bid you discuss going to the G.T.C. with anyone (else)?

Yes Y Ask a-b

(a) With whom did you discuss it?

CODE ALL Parent(s) 1 THAT APPLY Other relative 2

er relative

Friend 3 Employer 4

Employment Exchange 5

Fiances 6

Other (SPECIFY) 7

(b) FOR EACH PERSON CODED: What did think of the idea?

INDICATE PERSON BY NUMBER CODE UNDER (a)

11. Before you went to the G.T.C. did you know anyone else who had been to one?

Yes Y Ask a-b

(a) Who was that? -

- Parent(s) 1
- Other relative 2
 - Friend 3
- Employer 4
- (b) FOR EACH PERSON CODED ASK: What did think about the G.T.C. course he had been to?

INDICATE PERSON BY MURBER CODE UNDER (a)

	= 40 =	
	What made you decide to take a 0.T.C. course? To acquire a milli/trade (in general or specific) To get better paid job/sore noney To get security/teately job Health remanns To get a more antistying job Prospects of advancement/groundien Other (SPECITY)	Y X 0 1 2 3 4 5
13.	Did you yourself here in mind a trade or trades you would like to train for at a 0.7.0.? You No (a) What trade did you train in? RECORD & GO TO 15	Y Go to b-d X Ask a
	(b) What trades did you have in mind? IF MORE THAN ONE INDICATE WHICH FIRST CHOICE, WHICH SECOND CHOICE.	
	(c) Which trade did you eventually train in?	
	(d) CHECK Was this the first or second choice? First choice Record choice Other (SPECIFY)	1 <u>Go to 14</u> 2 <u>Ask e & f</u> 3 <u>Ask e-g</u>
	(e) Why didn't you train in (FIRST CHRIST)? Not prepared to wait Advised not to (STRUIT 2H WHOM) Not enough time to brush up maths etc Centre to far away Other (SFRUIT)	2 3 4 5 6 7
	(f) Were you disappointed you were not able to train in (FIRST CHOICE)? Would you say you minded a lot minded a little didn't mind at all?	6 7 8
	Advised not to (SPECIFY BY WHOM) Not enough time to brush up maths eto Centre too far away	Y X 0 1 2 2 3 3

14. (a) What made you choose (FIRST CEDIOE) as the trade you would like to train in? Has always interested me Was already a bobby Had some experience (employment or training) of the trade (e.g. been fitter's mate, to night school) Propagation with the trade (e.g. been training of the trade (e.g. been fitter's mate, to night school) Propagation of the trade (e.g. been fitter) and the trade (e.g. been fitter) and the trade (e.g. been fitter) and the trade (e.g. been fitter) of advancement, promotion of the (e.g. been fitter)	Y X 0 1 2 3 4 5
(b) And what made you choose (SECOND CHOICE) as your second choice? D.V.A. (no second choice) Has always interested as Had some experience (employment or Was already a hobby (e.g. beam filter's mate. So might school) Penily connections with the trade Financial attractions, well penil you Good employment prospects, lots of jobs in the trade Prospects of advancement, promotion Other (SPECIFT)	9 Y X 0 1 2 3 4 5
ANK THOSE WHO HAD NO TRADE IS HIMD (q.13 CODE X) AND THOSE WHO DID HOT TRAIN IN FIRST OR SECOND CHOICE (q.13a CODE 3) 15. (a) Who suggested that you should train in (TRADE TRAINED IN)? Printed Printed Squeeze at 0.7.0. Exployment Exchange Other pursues (STRINE)	Y X 0 1 2 3
(b) Why did he suggest it? Thought I had spitude An expending/prosperous trade	Y X O 1

Don't know 2

16.	Can 3	just	oheck?	Which	G.T.C.	did	you go	to?
-----	-------	------	--------	-------	--------	-----	--------	-----

	Code		Code		
Billingham	01	Gloucester	1.0	Motherwell	2
Birminghan	02	Hilling to n (Glasgow)	11	Perivale	2
Blackburn	03	Hindley	12	Port Glasgow	2
Bristol	04	Hull	13	Queenslie	2
Cardiff	05	Irvine	14	Poplar	2
Dumbarton	06	Leeds	15	Sheffield	2
Dunfermline	07	Leicester	16	Slough	2
Enfield	08	Letchworth	17	Southampton	2
Felling	09	Liverpool	18	Tursdale	2
		Llanelli	19	Waddon	3
		Long Eaton	20	Other (SPECIFY)	3

17. Did you choose to go to that G.T.C.?

No choice offered (1	yes X Ask a
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(a) Would you have preferred to go to a different G.T.C. or had you no preference?

Preferred other Had no preference

18. What did you think of the Selection Board which interviewed you? IF 'DID NOT GO ESPORE SELECTION BOARD', CODE, RECORD DETAILS OF PROCEDURE AND ASK IN RESPORY OF IT

Did not go before Selection Board 5

CODE ALL THAT APPLY

	_
Helpful/Pleasant/straightforward Fair/very fair/reasonable Thorough, knew job	X
inorough, knew job	v

Quite satisfied 1
Adequate, all right 3
Too quick 5
Other (SPECIFY) 9

Can't remember 7

(a) Did you consider the interview (other procedure) was fair to you?

	Fair	Υ	Go	to	19
Not	Fair fair	X	Ask	: Ъ	

(b) In what ways did you consider it was not fair?

19. After you had been accepted for a training centre, how long did you have to wait before you actually went?	
Up to 2 week Up to 4 week Up to 6 week	CS X
STATEWEEKS AND CODE Up to 8 week	s 13.
Up to 10 week Up to 12 wash	
Longer than 12 week	
20. You have told me you trained as a (TRAINING TRADE) at(CENTRE)	
(a) How long did the course last?	-
RECORD NO. OF WHEEKSAND CODE Up to 13 week	
Up to 26 week	
Up to 39 week Longer than 39 week	
	- -
(b) Was this the usual length of the course or did you leave early or stay on longer?	
Usua	
Left earl Stayed on longe	
Stayer on longe	* °
(c) Taking into account the trade for which you were training, do you think this was -	
RUMNIMG PROMPT Too shor	
or about the right length	
(d) Why do you think the course was too chort/long?	
CODE ALL TOO SHORT	
THAT APPLY Not enough time to gain practical experienc Not enough time for technical side/ theor	e 2 y 3
Did not cover/cover in enough detail items	y 12
found necessary afterward	.8 4
Not possible to grasp everything in the time/fo slow learners to keep u	
Other (SPECIFY	
Time worked Some All DONG	-
Time wasted for others to catch u	p Y
Too much theor	v 10
Too much repetition Already experienced in parte of trad	n 1 e 2
Other (SPECIFY	5 3

21. Did the course turn out to be just as you expected it to be or was it different in any ways?	
Different Just the same Didn't know what to expect	X Ask a Y) Go to 22
(a) In what ways was it different?	
CODE ALL Expected more theory THAT AFFIX Expected less theory Expected less productions production Expected less up to date machinery/equipment Expected less up to date machinery/equipment Nore thorough than expected Less through than expected	23456789
Lower standard/more elementary than expected Higher standard than expected Did not expect entrance exam, 1.0. test Other (SPECHY)	Y X O 1
22. What did you think of the training course?	
CODE ALL Instructors good, halpful, satiset, etc. THAT AFFLY Instructors not very good/proficient Control of the control of	Y 0 1 2 5 5
(a) Did you think you had too many lectures, not enough or about right amount? Too many Not enough Right amount	Y) Ask b
(b) Why do you say that? ODE ALL They cut down time for precitical work THAY AFFLY Theory on wuch unsecessary theory THAY AFFLY Didn't understand theory Oder (SPECIFY)	3) 4) Ask c
Whole course LEG MERCHY Fusher Not enough detail, too general, inadequate Didn't deal with subject later found necessary Jeed time to absorb theory Other (SPRINTY)	

	- 15 ~	
	(c) What about practical work? - Did you think you did too much practical work, not enough or about the right amount? Too much	
	roo much Not enough Right amount	Ask d 0 Go to 23
	(d) Why do you say that?	
	Shortage of materials/work/equipment Didn't cover all different kinds of work Didn't have time to acquire speed Too long on clementary work Not enough practice to become properly skille d	1 2 3 4 5 6 7
23.	What parts of your training have been most useful to you since you left the Training Contre?	
	Mome of it Other (SFECIFY)	8 Ask a 9 Go to 2
	(a) Why do you say that? (RECORD AND CO TO 25)	
	Are there any parts of the course which haven't proved very useful to you so far? Tes No Don't know/cen't resember	Y Ask a S
	(a) Can you describe them?	
	(b) Can you tell me why they haven't come in very useful so far?	
	CODE ALL THAT APPLY Could not get shilled work of this Lind Not tree of the Lind Use of pre-debtact plot Use of pre-debtact plot Other (SPECIFY)	Y X 0 1 2 3

- 16 -

25.	When you were at the C.T.C. did you do saything about Frade Union membership? Did you - PHOUSP - join a T.U. for the first time remain in a T.U. of which you were previously a member join a different T.U. also previous T.U. sembership lapse re-join a T.U. of which you were previously a member the product T.U. sembership lapse re-join a T.U. of which you were previously a number like the product T.U. and the previous T.U. sembership lapse a temperature of the previous T.U. and the	X O Ask a 1 2 Ask a
26.	Were you living at home while you were attending the G.T.O.?	Y <u>Go to 29</u> X <u>Ask a</u>
	(a) What sort of accommodation were you living in?	
	other hostel	
	Lodgings With relatives Other (SPECIFY)	4) Go to 28
27.	On the whole, did you enjoy living in the hostel?	
	Yes No	Y X
	(a) Why/shy not?	
	(b) Would you have preferred private lodgings?	
	Yes	
	No Don't know	
	(c) Did you go home at weekends -	
	RUINNING PROMPT Always or nearly always Sometimes	2
	or not at all?)
	NOW GO TO 29	

	- 17 -				
28. While you were living in lodgings (with relatives, etc.) did you share a room?					
	share a room? Yes No	X			
		A.			
	(a) Can you remember how much you paid for your lodgings?				
	Yes No	1 Ask b 2 Go to c			
	(b) About how much was it?				
	Amount NO. OF MIGHTS OFF.				
	(c) Did you on the whole find your lodgings satisfactory?				
	Yes No	X			
	(d) Why/why not?				
	(e) Would you have preferred living in a hostel?				
	Yes No	Y			
	Don't know	0			
	(f) Did you go home at weekends - Always or nearly always	1)			
	RUNNING FROMPT Sometimes or not at all?	2) Ask # 3 Go to 29			
	(g) Did your landlady/wore you allow(ed) a rebate for				
	such absences?	5			
	Did not apply Other (SPECIFY)	7 8			
	CHECK Q.9 - WAS INFORMANT MARRIED AT THE				
	TIME WHEN HE WENT TO THE G.T.C.? Karried Not narried	Y Go to 30 X Ask 29			
29.	You told me you were not married at the time you went to the G.T.C. Did you get married whilst you were at the G.T.C. or after you left?				
	. Karried while at G.T.C.	1 Ask 30			
	Married after leaving in: 1965 1966 1967	2) 3) 4) 5) Go to_31			
	1968 1969	5) Go to 31			
	1909	1 3			

	- 25 -	1
30.	Did you have any children at the time you were going to the G.T.C. that is, dependent children under 19?	
	Yes	
	(a) How many? One Two	2
	IF HIFE HAD A BABY DURING THIS FOUR TIME, INCLUDE IT IN THE TOTAL Over five (SPEDIFY)	4
31.	Did you have any (other) dependents during the time you were at the Training Centre?	
	(a) Who were they? ODDR ALL THAT APPM THAT APPM THAT APPM Other under 19 (SPECIFY Other 19+ (SPECIFY)	2 3 4 5
32.	How much were you paid per week while you were at the G.T.C., including allowances of all kinds?	
	Less than £2.10. STATE ANOUND	11 X 11 0 11 1 11 2 11 3
	(a) Did this include any money allowances for lodgings, meels or fares? Yes, lodging allowan meels allowan fares ellowan Don't kn	ce 0) <u>Ask b</u>
	(b) How much did this amount to altogether?	
	(c) Was your training allowance (excluding any allowances for lodgings, meals or fares) more or less then your take home pay in your previous/usual job or was it about the same? No Le	
	About the sa No previous j	
	(d) Roughly how much more/less was it? Under £1 per we £1-2 per we	ek 4
	STATE AMOUNT Over £2 and less than £5 per we AND CODE £5 or more per we	

33.	As far as money was concerned did you find it difficult to manage while you	were at the Training Centre?	Y Ask a & b X Go to 34
	(a) Would you say they found it diffi	oult or very difficult? Difficult Very difficult	1 2
	(b) How did they manage?	Wife already working Wife took job	4
	CODE ALL THAT APPLY	Other members of family working Other members of family took job Brew all or part of savings Applied for Mational Assistance	6 7 8 9
		Economised, cut down expenditure Got behind with mortgage Got behind with other payments Other (SPECIFY)	Y X O 1
	(c) IF MARRIED AND IF HOT ALREADY MEN Did your wife have a job while yo		Y Ask d X Do to 34
	(d) Was she already working or did sh you went to the G.T.C.?	e only take a job when Already working Took job	
	Placing Sometimes people going to G.T.C's knd course starts what job they will have		
34.	When you started your course, did you would have when you left the G.T.C.?	n know exactly what job you Yes No	Y Ask a X Go to 35
	(a) How did you find that job?	G.T.C. Flacement Officer Other G.T.C. Officials Employment Exchange Employment Agency Advert in Fress Told about it by relative/friend Other (SPECIPY)	1) 2) 3) 4)Go to 40 5) 6) 7)

	- 20 -	
35.	When did you start to look for work? Pefore course started During first four weeks of course During last four-weeks of course During last two weeks of course During course (cher time) (SREDIPF) After course within 2 weeks After course within 4 weeks After course within 4 weeks After course within 5 weeks (SREDIPF)	Y X X 0 0 1 2 3 3 4 4 5 5
	(a) What did you do to find a job? Saw G.T.C. Flacement Officer Saw other G.T.C. Officials Vent to Employment Assumpt Went to Employment Assumpt Work to Employment Assumpt Following to Employme	Y X 0 1 2 3 4 5 6
	(b) How many jobe did you apply for either on your own initiative or through the Employment Exchange before you obtained your first 1007 EMPERS TO JOB APPLICATIONS HOW MADE THROUGH G.T.G.	
	(c) Did you state in your application that you were 0.7.0. trained? Yes (for all) No (for all) Per sees (FORTH INTER) Can't remarker	Y X 0
36.	Did the G.T.C. instructors and officials discuss your future employment with you? Yes No	2 Ask a 3 Go to 37
	(a) On the whole were the jobs they suggested suitable for <u>you?</u> Yes No	5 <u>Go to 37</u> 6 <u>Ask b</u>
	(b) In what ways were the jobs unswitchie? Too fer away Pay indequate Job not sufficiently whiled No jobs in my trade Didn't suggest specific job Other trade of the pay trade	X X 0 1 2 3 4 5

37. Did you discuss your future employment with a Local Employment Exchange? (a) Were the jobs they suggested suitable for you? No	Y Ask a X Go to 38 1 Go to c 2 Ask b
(b) In what ways were the jobs unswitchle? Too far away COUS ALL TRACE AFFECT TOO to the find the first three to the first three to the first area Job mot wriftingtently skilled Job jobs in area No jobs in area No jobs in area	4) 5) 6) <u>Ask c</u> 7) 8) 9)
Fires did not want O.F.C. trainess Didn't suggest specific jobs Other (SPECIFY)	X) Ask c
(c) Did the Employment Exchange suggest jobs only in the trade you were training for, or did they suggest other rades as well? Other trades also No jobs suggested	4 Go to 38 5 Ask d 6 Go to 38
(d) Which other trades did they suggest?	
38. Did you have a job to go to immediately you left the Training Yes Centre?	Y Go to 39 X Ask a & b
(a) How long did it take you to find a job? 2 weeks or less Over 2 weeks and up to 4 weeks Over 4 weeks and up to 6 weeks Over 6 weeks and up to 8 weeks Over 8 weeks and up to 10 weeks Over 10 weeks and up to 12 weeks Over 12 weeks (\$F20IFI)	1 2 3 4 5 6 7
(b) Was it easy to find the sort of job you wanted? Yes No	Y Go to 39 X Ask c
(c) In what ways was it not easy to find the sort of job you wanted?	
Too far away For far away Firms did not went 0.7.0. (matteen For far (STALET)	0 1 2 3 4 5 6 8
39. Do you think the G.T.C. could have given you more help in finding a job? Yes	Y Ask a
(a) In what ways? ONE ALL Could have given more choice, had nore firms to contact THAT AFFET Placement Officer not interested, idd not try hard enough Could not find jobs in train Could not find jobs in train Could not find poorty paid job Could only find poorty paid job Could not firm	X Go to 40 1 2 3 4 7

40.	Did you, while you were at the Training Centre, go to any outside classes in connection with your training trade? Yes No	Y Ask a X Go to b
	(a) What classes were they? (RECORD, THEN ASK (b))	
	$\frac{LSK\ ALL}{\text{(b)}}$ Have you been to any classes since you left the Training Centre? Yes No	Y Ask c X Go to 41
	(c) What classes were they?	
41.	Are you in a job at present? Yes No	Y Go to 42 X Ask a-c
	(a) Why is that? Unemployed and registered at Employment Exchange Unemployed but not registered at Exchange Side Other (SHOLTP.)	1 2 3 4 5
	(b) How long is it since you were in work? 2 weeks and up to 4 weeks Over 2 weeks and up to 6 Weeks Over 6 weeks and up to 6 Weeks Over 6 weeks and up to 8 weeks Over 8 weeks and up to 10 weeks Over 10 weeks and up to 12 weeks Over 10 weeks over 12 weeks	Y X 0 1 2 3 4
	(c) Are you receiving unemployment or elciness benefit or any other social security payment? Unemployment benefit Sickness benefit Social Security Healthough Assertions Assertion Other State benefit (STORIFY)	Y X 0 1 2
42.	How many jobs altogether (including your present job) have you come had since you left the 6.7.6.? One Two Three Four Five & Hore than six (STRUETY)	1 2 3 4 5 6
	FILL IN A JOB SHEET FOR EACH JOB, IN CHRONOLOGICAL ORDER	
	a) b) c) d) e) f) g) h) i) j)	

	Complete a separate Job-Sheet for each job (including present job) that informant has had since leaving the G.T.C.	
	Record jobs in chronological order i.e. starting with first job after ${\tt G.T.C.}$	
	No. of Job Serial No. of Informant	
43.		x
	Address of firm	
	Self-amployed	Y
44.	Industry of firm	
45.	Occupation of Informant when he joined firm.	
4	(a) Did you do the same kind of work all the time you were there?	
	Yes Ho	Y Go to
	(b) What other kinds of work did you do? RECORD IN CHROMOLOGICAL ORDER	
46.	Date of starting work for that firm (MONTH & YEAR)	
,	IF SELF-EMPLOYED GO TO 48.	
47.	(May I check) How did you get to know about this job?	_
	G.T.C. Placement officer G.T.C. officials	X
	Employment Exchange Employment agency	0
	Press advert	2
	Told about it by friend/relative	4
	Enquired personally at firms Representative of firm visited G.M.O. Other (SPECIFY)	5 6 7

48.	Would you say that this job was in your training trade (the	
	trade you were trained in)? Yes	X Ask a X Go to 49
	Other (SPECIFI)	0 Ask a
	Other former)	V MULE IL
	(a) Thinking of the skills you learned at the Training	
	Centre, would you say that in this job you -	
	used them to the full	6
	did not use them to the full	7
	or developed them beyond what you learned at the Training Centre?	8
49.	Why did you decide to take this particular job/become self-employed?	
450		
	CODE ALL More money, better paid, bonus, overtime	T
	THAT APPLY Only job offered/available	X
	Easy travel, nearer home Interesting work	0
	Wanted more experience	
	To use G.T.C. training	
	Good prospects, promotion opportunities	á
	Other (SPECIFY)	5
	, , , , , , , , , , , , , , , , , , , ,	Ľ
50.	When you were in this job did you do anything about Trade Union	
	membership?	
	RUMNING PROMPT Did you join a T.U. for first time	Y ask a
	Remain in T.U. of which previously a member Join a different T.U.	O Ask a
	Let previous T.U. membership lapse	1
	Rejoin T.U. of which previously a member	2 Asic a
	Other (SPECIFY)	3
	(a) Which Union?	
51.	When you were in this job did you feel you were accepted by the	T 1 -1 - 1
	trade union as fully skilled? Yes	Y Ask a
	Don't know	5 Go to 52
	No T.U, D.W.A.	45
	(a) Was that from the time you started or later?	
	How much later?	
	Yes from time started	Y
	Yes, within 2 weeks	x
	within 4 weeks	0
	within 8 weeks Longer than 8 weeks (SPECIFY)	1 2
	Longer than 8 weeks (Srsciri)	۵

At the end of this period of employment (currently for present job) how long was your <u>hands</u> working week (excluding meal breaks)? HOMS Under 4 4 4 4 4 4 4 4 4 4 5 5 5 5	0125455789	YX0123456789
Over 50	1	Y
Varies, no specific time Can't remember		Σ.
(a) Did/do you usually work overtime as well?	+	
Yes		6 Ask b
Other (SPECIFY)		7 Go to c
	1	X82, 0
(b) How many hours a week on average?	Т	
BROCED NO. AND COME Up to 5 6-20 11-15-15 13-6-20 Over 20 Verfee Can't remember		f) (1) (2) (3) (4) (4)
(c) Were/are you on any form of shift work? Yes No	100	Ask d & Go to 53
(d) Would you describe what shifts you work(ed)?	1	
Ocntinuous night Alternate day and night Three shift system Other (SPECIFY)	1201	
(c) Did/do you like this kind of shift work? Yes No Don't know	678	

	~ 26 ~	
	ASK ALL NOT SELF-EMPLOYED	1
53.	What was the basic pay (excluding bonus, payment by results, piece- work, etc., and excluding off-takes) at the start of this period of employment?	
	Actual &. s. for hrs.	
	(a) Did the basic pay change at all while you were in this job? Yes No	Y Ask b X Go to c
	(b) What was the basic pay at the end of this period of employment (currently for present job)? RECORD THEM ASK o	
	Actual E. s. for hrs.	
	(c) Did you get anything on top of basic pay at the end of this period of employment (currently, for present job)? No	Y Ask d X Go to 54
	(d) Did/do you get -	
	PROMPT FOUR Piecework or bonus CODE ALL TRAT APPLY Other payment by results	1 2 3
	Overtime Cost of living bonus Shift bonus/Allowance Travelling time or fares Any other rates (SFECHY)	3 4 5 6 7 8
54.	ASK ALL What was the take home pay, in a full working week, at the and of this period of employment (currently for present job)?	
	Actual £. s. Up to £7.9.114	Y
	£7.10.0d - £9.19.11d	X
	£10.0.0d - £12.9.11d £12.10.0d - £15.19.11d	0
	£15.0.0d - £17.9.11d	2
	£17.10.0d - £19.19.11d £20.0.0d - £22.9.11d	3
	£22.10.0d - £24.19.11d	5
	£25.0.0d - £27.9.11d £27.0.0d - £29.19.11d	6
	£30 and over	7
55.	ASK FOR PIRST JOB ONLY How did your take home pay in this Job compare with what you	
	expected when you were training. Uss/is it - More Less	Y X
	About the same as expected?	ô
	ANE FIR PRESENT JOB IF IN TRAINING TRADE (0.48 CODE V)	1
56.	Are your present wages based on the recognised rate for the Yes	6
	job you are doing? No Don't know	7 8
	DOI 6 KIRON	

	IF PRESENT JOB GO TO Q.60 ASK ALL OTHERS:	
57.	Why did you leave this job?	
	Found a job in training trade (not working at trade in this job)	Y
	Health reasons	X
	Prejudices against trainees - by workmates	0
	Prejudices against trainees - by trade unions Prejudices against trainees - by employers	2
	Wanted to start up on own	3
	Disagreement with foreman/management	4
	Nore money	3 4 5 6
	Redundant, job closed, cutting staff	6
	Easier travelling	7
	Other (SPECIFY)	8
	ASK FOR FIRST JOB ONLY	
	(a) Did you feel that by taking a new job you would no longer be	
		Y
	Other (SPECIFY)	0
	(Already mentioned as Yes	1
	IN ANSWER TO 57 Already mentioned as No	2
	Already mentioned as Other	3
	(222000) 30000000 00 - 2000	-
58.	When did you leave this job (month and year)?	
	IP INFORMANT NOT IN NORK AND THIS IS HIS MOST RECENT JOB (0.42)	
	GO TO Q.62	
	ASK ALL OTHERS:	
59.	After leaving this job, did you start on a new job straight away,	
25.	or did you have a gap or break at all?	
	Started straight away	Y Go to 60
	Had a break	X Ask a
	()	1.
	(a) Why did you have this break?	2
	Took a holiday	2
	Could not find a job	3
	Other (SPECIFY)	4
	Collet (Oracata)	1

REPEAT JOB SHEET FOR SUBSEQUENT JOBS.

	- 28 -	
	ASK FOR PRESENT JOB OULY	
60.	Are you thinking of changing your job? Yes No	Y Ask a X Go to 61
	(a) Why is that?	
	CODE ALL Job not secure, afraid of redundancy THAT APPLY More money elsewhere Better prospects elsewhere Other (SPECIFY)	1 2 3 4
	(b) Are you intending to -	
	RUNNING continue in your training trade PROMPT leave at or go back to if? Other (SPECIFY)	Y X O 1
	(c) Have you done anything about it? Yes No	7 <u>Ask d</u> 8 <u>Go to 61</u>
	(d) What have you done?	
	Sent in application(s) Read interview(s) Already obtained job Koeping you do area open Other (SPECIFI)	Y X 0 1 2

IF	IN	TRAINING	TRADE	(0.48	CODE	ASK:

61. Do you think your fellow workers now look on you as fully skilled in your training trade, or not?

Yes No Don't know

E2. HOUSEHOLD CONFOSTITION

Person Number	.Relationship to Informant	Age	Sex		Marital Status			Working Status			
			H	P	S	H	u/D/s	F/T	P/T	1107	P/TEI
1	Informant		1	2	3	4	5	6	7	8	9
2			1	2	3	4	5	6	7	8	9
3			1	2	3	4	5	6	7	8	9
4			1	2	3	4	5	6	7	8	9
5			1	2	3	4	5	6	7	8	9
6			1	2	3	4	5	6	7	3	9
7			1	2	3	4	5	6	7	8	9
8			1	2	3	4	5	6	7	8	9
	Office use	8	Ъ	С	d	e	£	g	h	2	J

- 63. Person no. of HOH _____ Person no. of H/W____
- 64. OCCUPATION AND INDUSTRY (OR TYPE OF EDUCATIONAL ESTABLISHMENT). FOR MADERICA OF THE HOUSEHOLD WHO ARE VORKING OR IN FULL-TIME EDUCATION.

Person Number	Occupation				Industry/Type of Educ. Estab.							
	Office use only	8	Ъ	С	đ	e	2	6	h	i	Ĵ	

65. Type of dwelling:

- Mhole house/bungslow Y s/c maisonatte or flat X Rooms in house/part of house, not s/c 0 Other (SPECIFY) 1

- 66. Tenure of dwelling:
- Owned (f'hold or l'hold) by self or spouse 5 Owned (f'hold or l'hold) by other H/d member 6 Eented from Council 7 Rented not Council 8 Other (SFECISY) 9

67. Were you living at this address before you went to the 0.7.0? Yee You You You You You You You	Y Ask a X Co to c 1 Go to 68 2 Ask b 4 5 Go to 68
(c) How many times have you moved since leaving the C.T.C.? Tone Once Truce Times Four times Four times More than four (GFENITY)	0 1 2 3 4 5
(d) During that time did you move in order to take up a job? Yes No (e) How many times? Yes Twice Three times For times Nore than four (GFENTEY)	Y <u>Ask e</u> X <u>Go to 68</u> 1 2 3 4 5
68. Were you born in Great Britain? (that is, England, Wales and Scotland) Tes No	Y Co to 6 X Ask &
(a) Where were you born? Rive Northern Ireland West Indies Indies PATHEN: Other country (STDITY)	1 2 3 4 5
(b) Yere your parents born in Greet Bettain? PSOURD DETAILS FOR FATHER AND NOTHER Bire X Horthern Ireland Vect Indiac 1 India 2 Pakistan 3 Other country (SFGIET) 1	NOTH R Y X O 1 2 3 4
(e) Int. Assessment	0 X
69. What would you may are the things you think are very Oce sugme important in a job for you personally? Fleenant worknates ODDE ALL ODDE ALL ODDE ALL Being interested in job, mainfying creative worknown of the control of the	5 6 7

- 31 -								
HAND SET OF CARDS '1' TO INFORMANT					Rank			
70. Here is a set of cards. On them are various things that people find important to them in jobs.	A	High wage						
I'd like you to look through them	В	Opportuni and quali	ties to u	se skills				
and give back to me first of all the card with the item which seems	С	Having a !	Trade Uni	n to look				
most important to you personally, and then the one which is least	D	Security		.8	\vdash			
important to you.	В				-			
	\vdash	Pleasant						
REPEAT PROCEDURE	P	Good working conditions						
WITH REMAINING CARDS	G	Opportuni						
	Being left on your or							
71. SHOW CARD '2' Ould you think back to your usual job before you went to the G.F.G.? How satisfactory do you feel it was in torms of each of these things?								
	Very Satis- factory	Fairly Satis- factory	Not Satis- factory	Don't Know				
High wages or	High wages or salary							
PROMPT Opportunities to use EACH ONE and qualific	1	2	3	0				
Having a Trade Union to after your int	1	2	3	0				
Security	1	2	3	0				
Plessant working comp	1	2	3	0				
Good working cond	1	2	3	0				
Opportunities for pro	1	2	3	0				
Being left to do things on yo	1	2	3	0				
72. SHOW CARD '2' And thinking about your present (last) job, how satisfactory is it in these terms? Not worked since 0.F.C.								
		Very Satis- factory	Fairly Satis- factory	Not Satis- factory	Don't Know			
High wages or		1	2	3	0			
PROMPT Opportunities to use : EACH ONE and qualific	stions	1	2	3	0			
Having a Trade Union to after your int		1	2	3	0			
Security	1	2	3	0				
Pleasant working comp	1	2	3	0				
Good working cond	1	2	3	0				
Opportunities for pro	1	2	3	0				
Being left to do things on you	1	2	3	0				

	74	
73.	Has the attitude of the Trade Unions made it easier or harder for you to use the skills you learned at the Training Centre or has it made no difference? Bod difference (a) In what way easier/harder? GOILTF()	Y) Ask a 0) Go to 74
74.	Supposing there weren't a job for you in this area in the trade you trained in would you rather — now out of the area to find another job in the trade you trained in move out of the area to find another job in the trade you trained in	Y Go to 75
	or stay in the area in a new job in another trade? (a) Why would you do that? CODE ALL Boots in this area, family, personal ties here THAT AFFLY Other numbers of family, wife would not want to nove Other (SPEITY)	X Ask a
75.	In the light of your experience, if someone asked your advice about whether they should go to a G.T.C., would you advise them to go or not? Would advise not to go Yould advise not to go	X Ask a & b Y Ask c
	(a) Why would you adrise them to go to a G.T.G.? Tigher wages, more carning power CDE ALL Chance to learn trade become sailled THAT APPLY Were secure employment prospects Good, excellent training Other (EGDITY)	1 2 3 4 5
	(b) Would you say there were any dissivantages in having been to a 0.7.0.? Totable to join union, union antagonistic COSD ALL Torbantes, other trademson not well disposed to ALD. Trademson and well disposed to G.T. trademson and the company of th	Y X 0 1 2 3
	(c) Why would you not acrise them to go? Discrimination by wealowers OODB ALL Discrimination by Wealowers THAT APPLY Discrimination by worknates (other than union) Low wages Training inadequate Other (SFEDITY)	Y X 0 1 2 2



TABLES

TABLE 1
Question 1: "What were you doing just before you went to that training centre?"
Question 1b: "Was this your usual job?"
(by training rade, dute of birth and paysial condition of traines)

		0			formation to morning that have been former formation of the formation of t		,			
			T	Training trade	9		Date of birth		Phy	Physical condition
	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainees	425	4256*	1693	1624	686	2471	1083	889	3562	694
(nase for hercelluges)	No.	%	%	%	%	%	%	%	%	%
Occupational status										
In a job H.M. Forces	3264	76-7	83.8	72.4	71.4	1.5	73.5	66.4	82.4	47.4
Unemployed	189	10:5	- 8 - 5 - 6 - 6 - 7	6:2:0	12.6	9:30	5:7	2.25	9.6	20:5
At Industrial Rehabilitation Unit Other answers	102	2.4	00.8	4.6	1.0	0.6	3.4	45	0.4	12.2
Whether usual job										
Yes	2510	59.3	60·3 24·5	62-7	51.9	56.8	62.2	63.8	58.7	60·2 24·6
No usual job In H.M. Forces	221 448	5:5 10:6	5.0 10.2	9.3	13.5	6.3	5.7	4.5	11:1	8.0
Total	4256	100.0	0.001	100-0	100.0	100-0	100-0	100-0	100-0	100.0

TABLE 2
Socio-economic group of USUAL pre-GTC job (question 1c)
(0y training trade, date of birth and physical condition of trainee)

			-	Tunining tondo	_		Dott of Links		Physical	ical
			*	raming trac	2	•	Jake of Oil II		niio-	TOT
	To	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	and before	Able- bodied	Dis-
All trainees	4256*	.9	1693	1624	626	2471	1083	889	3562	694
(case tot betoettelles)	No.	%	%	%	%	%	%	%	%	%
Socio-economic group										
Managerial and professional	87	2.1	1-1	2.5	3.0	1.3	2.4	4-4	2.0	2.5
non-manual	331	7.8	2.6	6.0	11.0	8.5	7.4	7.1	8:1	6.9
Skilled manual workers	1266	29.9	25.1	34.7	30.5	25.9	33.9	37.6	78.8	34.8
Semi-skilled manual workers Unskilled manual workers	1092	25.8	27.4	26.9	21-1	25.1	28.5	24:2	26.2	23-9
Armed Forces	218	12.5	i = c	10.7	15.6	16.7	6.9	5.1	12:1	10.3
Inadequately described	9	0.5	0.1	0.4	0.1	0.5	9.48	0.1	0.58	0.4
Total	4256	100-0	100.0	100.0	100.0	100-0	100-0	100-0	100-0	100.0

"Includes fourteen trainees who did not give their age.

TABLE 3
Standard Industrial Classification of USUAL pre-CTC job (question 1c)
(by training trade, date of birth and physical condition of trainee)

Training trade Date of birth condition	Con- Engin- Mixed- (1936 1936 1935 Able- District Parties Intern (1938 1935 Able- District Parties Intern (1938 1935 Able- District Parties Intern (1938 1935 Able- District Parties Internal In	4256* 1693 1624 939 2471 1083 688 3562 694	% % % % % % % No.		2.8 2.0 2.9 3.9 2.4 3.2 3.2 2.6 6.2 6.2 6.2	3.0 2.5 2.7 4.3 3.2 2.8 2.3 2.9 2.9 2.8 2.3 2.9 2.9 2.9 2.9 2.9 2.9 2.9 2.9 2.9 2.9	386 9.1 6.2 13.5 6.8 8.6 9.5 10.2 9.1	136 3.2 2.1 4.5 3.0 2.2 4.1 5.4 3.3	10.2 9.2 11.3 10.1 9.5 11.8 10.1 10.0		18:3 31:8 9:4 9:3 20:1 1/0 14:1 10:0	18:3 31:8 9:4 9:3 20:1 17:0 14:1 16:0 16:0 17:0 16:0 17:0 16:0 17:0 16:0 17:0 16:0 17:0 16:0 17:0 16:0 17:0 16:0 17:0 17:0 17:0 17:0 17:0 17:0 17:0 17	475 1873 1974 1974 1973 1879 1879 1879 1879 1879 1879 1879 1879
	1				2·8 6·7	0.85	1.6	- 61	10.2	18:3	10.7	10.7	7:9
		All trainces	(base for percentages)	Standard industrial classification		Food, drink, tobacco 125	ctrical goods	_	Other manufacturing industries 431	ion			on ces

*Includes fourteen trainees who did not give their age. †Includes five students.

TABLE 4
Reasons for leaving usual/last job (question 2)
(by training trade, date of birth and physical condition of trainee)

1	Physical condition	Dis- abled	694	%	10-7	6.25.25.4.6.4.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0	77.3
	Phy	Able- bodied	3562	%	35.6	687-901-0886 64-66666889	19.6
		1925 and before	889	%	21.1	7.648 6.861 7.646	51.3
	Date of birth	1926 to 1935	1083	%	29.9	222 222 222 222 222 222 223 223 223 23	35-3
	П	1936 or later	2471	%	35-3	221 866 866 866 866 866 866 866 866 866 86	20.2
		Miscel- laneous	939	%	29.7	2.5.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2.0 2	33-3
	Training trade	Engin- cering	1624	%	27.5	644 4609 6000 6000 6000 6000 6000 6000 6	35.6
	L	Con- struc- tion	1693	%	36.5	7.60 8.8 9.00 9.00 9.00 9.00 9.00 9.00 9.00	20.6
		Total	4256*	%	31.6	<u> </u>	29.1
		, L	42	o N	1340	742 802 376 412 412 420 136 138 84 84 84 84 84 84 84 84 84 84 84 84 84	1240
			All trainees	Reasons for leaving last/ usual Job	Wanted to acquire skill, trade	dead end job Heath reasons Pay not good enough Became redundant Finished time in services No searthy Morting conditions poor Morting conditions poor Dolinestic reasons Dismissic reasons Dismissic reasons Dismissic reasons Chief answers Trainess whose answers indexe Trainess whose answers indexe Trainess whose answers indexe Leaving Job was not entirely	redundant, health, dismissed)

TABLE 5
Whether trainee had a break in employment before going to the CTC (question 4)
(by training trade, date of birth and physical condition of trainee)

	-								K	
				Training trade	le		Date of birth	_	Phys	Physical condition
	Total	_	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainees (base for percentages)	4256*	*	1693	1624	626	2471	1083	889	3562	694
	No.	%	%	%	%	%	%	%	%	%
Frainces who had:										
No break	3150	74.2	82.8	6.89	8-29	81.1	6-89	58-1	82.1	33-7
Period of unemployment	701	16.5	13.5	18.0	19.3	12.5	20.3	24.6	15.0	24-1
sickness	381	0.6	3.4	13.0	12.2	5.4	9.11	17-4	2.8	40.2
Other answers	121	2.8	1.4	3.9	3.7	2.2	2.8	5.1	Ξ	11:1

Note: A few trainees had had both periods of sickness and of unemployment. Hence percentages add to more than 100-0, "Includes fourteen trainees who did not give their age.

Nature of benefit received, if any, by those who had break between previous job and going to the GTC (question 4b, c, d) TABLE 6

(by training trade, date of birth and physical condition of trainee)

1	Physical	Dis- abled	181	%	83.9	1 6:1	100-0	211	%	93-8	7:1
100	cond	Able- bodied	288	%	12.4	0.7	100.0	170	%	913	5.8
	,	1925 and before	175	%	6.9	6.9	100-0	120	%	92.3	9.9
	Date of birth	1926 to 1935	231	%	8.2	9.0	100-0	126	%	88-0	8.6
	I	1936 or later	359	%	17.8	12:3 0:5	100.0	133	%	90.0	3.6
	ade	Miscel- lancous	203	%	16-3	724	100.0	114	%	90.0	6.7
	Training Trade	Engin- eering	310	%	8.4	8.4 0:3	100.0	210	%	88.8	8:1
		Con- struc- tion	256	%	14.1	1.5	100-0	57	%	95:3	23.2
		Total	*692	%	12:4	9.6	100.0	381†	%	10:2	189
		ę.	76	No.	95 596	4 4	692	38	No.	30 29	88
			All unemployed and others	(orac for percentages)	Not registered unemployed Registered, receiving benefit	Registered, no benefit Not answered	Total	All sick	(oase for percentages)	Receiving: Sickness benefit Disablement Social Segurity	Other state benefits

*Includes four trainees who did not give their ages.
†Includes two trainees who did not give their ages.

TABLE 7

Things liked about usual pre-GTC job (question 4)

(by training trade, date of birth and physical condition of trai

	Physical condition	le- lied abled	3562 694	%		14.9	_				7.9 5.2 4.6 14·1	18.2 22.9 19.1 13.4 8.6 9.1
		Able- bodied	350	9%	4:	54:	_ e.	44	- 2	00	r 4	86.0
	_	1925 and before	889	%	12:1	50.8	6-1	6.0	3.3	3.9	3.6	24.6 13.7 8.7
ee)	Date of birth	1926 to 1935	1083	%	13.6	55.5	4 4 i	99	5.6	5.5	12.8	20-1 17-7 7-9
(by training trade, date of birth and physical condition of trainee)		or later	2471	%	15.6	0.00	30.6	4 E	5.8	. e.	15.0	16·6 19·7 9·2
hysical condi	le	Miscel- laneous	939	%	11:3	6.5	900	4.5	2.5	6.9	15.0	15.8
birth and p	Training Trade	Engin- eering	1624	%	13.3	9-0	24.	. 4	3.5	3.5	15.0	19:3 16:6 9:5
rade, date of	F	Con- struc- tion	1693	%	17:1	54.0 5.4.0	10.5	4 4	5.6	9.0	13:1	17.8 21.1 8.6
y training t		Total	4256*	%	14.5	5.5	9 4	4.6	27.8	3.1	14:3	8.5.2 8.7.
-		To	42	Š	615	658	92	197	121	215	314 606	799 774 371
			All trainees	Thines liked	Open air life Pleasant working companions	High wages or salary Being left to work on one's own	Opportunities to use skills Good working conditions	Secure job	home Met a lot of people	Moving around, travelling	Other specific features	"varied" Nothing at all Can't say

TABLE 8
Things liked about usual pre-GTC job (question 4)
(by social class and standard industrial classification of usual pre-GTC job)

l g		Armed	518	%	14.5	33.0	8-3	2.9	· · ·	0.5	4 ¢	30.5	20-7 5-2 6-8
lassification		Other indus- tries	1621	%	14.9	15.8	15-8	w w w c	4.0	2:7	12:9	5:5 16:0	17-8 14-4 8-3
Standard industrial classification		Other manuf.	556	%	9.6	14.9	9.5	 8.3.	9.8	4.9	220	11:1	16·2 26·4 9·4
andard in		Eng- ing	770	%	3.2	13.8	7.5	5.5	4.0	8-4	5.7	10.0	20-1 27-7 9-0
š		Con- struc- tion	773	%	31.2	10:1	Ξ	2.5	1.4	1.7	9.0	0.4 1.8	19-8 20-2 10-3
		Others	34	%	11.8	17.6	5.6	6.7	ı	I:		17.6	29.4 8.8 14.7
		Armed Forces	518	%	14.5	33.0	8.3	8 6. 8 6.	÷.	0.5	40	30.5	20.7 5.2 6.8
Social class		skil- led	652	%	25-2	12.9	9.8	2.3	2.3	3.1	2.8	0.2	12.6 32.8 9.7
Socia	Manua	Semi- skil- led	1165	%	15.2	13·2 16·6	10.8	4.9	4.4	3.8	9.6 9.6	3.5	17·7 23·2 8·1
		Skil- led	1406	%	10.8	15.9	13.6		4.7	3.3	9.7.	13:2	21·3 14·6 9·7
		Non- manual	477	%	0.6	12.6	16.6	6.6		6.5	9 4 8 8	20-1	19-7 111-5 8-2
		Total	4256*	%	14.5	16-4	11.7	6.4	4.0	5,0	5.1	14:3	18:3 18:2 8:7
		Te	42	No.	615	869 658	497	506	197	121	215	314	799 774 371
			(base for percentages)	Things liked	Open air life Pleasant working	companions High wages or salary Being left to work on one's	own	Good working conditions	Easy travelling distance	from home	Moving around, travelling	Other specific features	"interesting", "varied" Nothing at all Can't say

*Includes four trainees where the social class of their pre-GTC job wasn't obtained.

TABLE 9
Things disliked about usual pre-CTC job (question 5)
(by training trade, date of birth and physical condition)

-	Physical	ondinon	d abled	694	%		12:2	_	3.5	33.35				_	
		9	Able- bodied	3562	%		15:2	15.0	8.5	3.5	÷ ÷	22	4	4.60	Ö
			1925 and before	889	%		8.0	22.4	9.3	1.3	3.1	3.5	6.5	20.8	5.4
		Date of birth	1926 to 1935	1083	%		14:1	19:1	7·6 10·1	3.3	2.5	2.5	5.3	12.3	6.3
			1936 or later	2471	%		16.7	14.2	9.8	5.4	11:0	3.0	4.5	13.2	6.5
		ade	Miscel- laneous	939	%		12.2	14.0	9.5	46	9.6	4.	6-1	12.4	9.9
		Training Trade	Engin- eering	1624	%		17-1	19:3	9.4	3.5	000	94	5.7	E .	5.9
0			Con- struc- tion	1693	%		13.9	16.0	8.6	5.0	6.7	, e	è é	13.9	6:3
-			Total	4256*	%		14.7	16.8	8.7	5.5	9.99	4.1	5.0	12.6	6.5
			To	42	No.		626	713	348	179	266	174	211	234	265
				All trainees	(base for percentages)	Things disliked	Low wages or salary	Boredom, monotony Poor working conditions	Lack of opportunities for promotion Shift work	Lack of opportunities to use skills	Dirty job, grime, smell	Discipline, rules, regulations No home life	Hard, heavy work	Other things	Nothing at all Can't say

ŤABLÉ 10

Things disliked about usual pre-GTC job (question ŝ)
(by social class and standard industrial classification of usual pre-GTC job)

					Social	Social class			Š	andard ir	Standard industrial classification	lassificati	. uo
					Manual								
	Total	iai i	Non- manual	Skil- led	Semi- skil- led	구 교	Armed	Others	Con- struc- tion	Eng- ineer-	Other manuf.	Other indus- tries	Armed Forces
All trainees (base for percentages)	45	4256*	477	1406	1165	652	518	34	773	770	556	1621	518
	No.	%	%	%	%	%	%	%	%	%	%	%	%
Things disliked Low wages or salary	979	14.7	22-0	12.8	16-4	19-0	4.6	5.9	13.6	14.7	15-3	18-5	4.6
Poor working conditions	713	16.8	8.6	22:3	14-7	13.5	4.6	5.9	8.0 19.5	21.8	18.5	8-8 19-4	4.6
promotion Shift work, long hours	348	8:2	7-1	6.3	8.5	11.5	6.5	8.	8.5	9.6	16.4	8.0	6.2
Lack of opportunities to use skills Lack of security	179	5,5	3.1	3.0	5.8	4.9	5.3	5.6	7-0	5:5	5.5	3.0	5:3
Dirty jobs, grime, smell	566	6.3	1.5	8.7	9.9	8-0	14	5.0	7.5	9.0	10-1	4.7	1 4
regulations No home life	351	8:3	5.5	4.1	5.5	5.5	31.9	14.7	3.9	4.7	6.1	5.1	31.9
Hard heavy work	197	9.4	5.5	0.4	5.3	. %	0.5	11	0.8	. 4 . 00	20.5	4 t	0.5
Other things	534	2.00	20.5	8 7	3.5	5.3	1.7	000	9.50	9.2	5.4.5	6.8	1.7
Nothing at all Can't say	912	21.5	5.0	5:3	50.5	18.7	23.9	32.5	24.2	21.7	17.6	20.4	23.0
										,		,	

"Includes four trainees where the social class of their pre-GTC job wasn't obtained.

TABLE 11
Question 8: "How did you first hear about the Government Training Centres?" (by training trade, date of birth and physical condition of trainee)

			T	Training Trade	le		Date of birth		Physical condition	ical
	Total	lal	Con- struc- tion	Engin- cering	Miscl- laneous	or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainees	42	4256*	1693	1624	939	2471	1083	889	3562	694
(communication for contradica)	No.	%	%	%	%	%	%	%	%	%
Source of first information										
Official at Employment Exchange	989	22.5	17.8	25.4	26-1	21.6	22.2	26.2	9-61	36-9
outside Employment Exchange	722	17.0	16.7	16.4	18.4	14.8	19.2	21.4	18.0	12-7
campaign Esign gloting the hear	546	12.8	15.4	11.9	6.6	11.3	15.2	14.7	14.8	3.2
to a GTC	530	12.5	15:1	10.4	11.3	13.5	12.9	8.3	13.9	5.3
officer in forces	322	17.1	19.8	15.9	14.3	20.7	13.5	9.9	8:1	3.7
Sent by firm Other sources	219 42 214	5.0	2:0 4:8	7.8	6.3 4.4	8-4 4:14	6.4 5.5 5.5	9.09 4.4.4	91.0	26.8 6.6 8.6 8.6

TABLE 12
Ousstion 10: "Did you discuss going to the GTC with anyone (else)"
If yes: "With whom?"

(by training trade, date of birth and physical condition of trainee)

Physical condition	Dis- abled	694	%		34-7-25-25-2-25-2-1-1-1-1-1-1-1-1-1-1-1-1-1-
Phy	Able- bodied	3562	%		37.8 18.6 18.6 5.0 5.0 0.5 1.4 4.4 4.4
	1925 and before	889	%		21.7 21.7 21.9 6.0 6.0 2.9 6.0
Date of birth	1926 to 1935	1083	%		43.6 19.8 72.7 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7
	1936 or later	2471	%		31.8 236.5 23.7 23.7 23.7 7.3 1.0 1.0
le	Miscel- laneous	626	%		24.7 24.7 17.9 17.9 17.9 17.9 17.9 17.9 17.9 17
Training Trade	Engin- cering	1624	%		36.1 20.6 13.4 23.6 7.6 3.9 4.1 1.8
F	Con- struc- tion	1693	%		39. 25.55
	Total	4256*	%		37.5 19.7 15.8 23.1 23.1 4.6 6.7 1.7 1.7 1.7
	ů.	42	No.		1585 840 674 985 325 194 107 70 73
		All trainees (base for percentages)		Discussed with:	No one Employment Exchange Parents Friends Friends Other relatives Francee Relabilitation Officer Relabilitation Officer Employers Other person

*Includes fourteen trainces who did not give their age.

Note: Some trainees discussed going to a GTC with more than one type of person. Hence percentages add to more than 100-0.

TABLE 13
Question 10b: "What did they think of the idea?"
(by people with whom trainee discussed going to GTC)

Others	251	%		6.0	0.5 0.5 0.5	24.6 84.6	3.6	I	5.2	0-8	8.9
Doctor/ Rehabilitation Officer	171	%		13.0	4 0	67.8	1	9-0	1.7	14·1	14
Fiancée	194	%		14.4	14.4 9.8	31.4	9.0	6.1	2.9	1	7-7
Employment Exchange	840	%		16.8	0.t-1	37.6	7.1	ò	3.5	43-0	6.2
Other relatives or friends	1311	%		29.3	9.4 0.86	44.8	2.5	6.0	9.0	0.5	5.4
Parents	674	%		37-7	5 4 4	31.9		1.3	8.9	0.1	9.3
Total	3447	%		9.8	2.5	41.7	7.0	8.7	6.1	12.0	6.4
T	34	No.		337 929	179 101	53 1436	127	À	500	412	1174
	People with whom trainees	(base for percentages)	Favourable opinions	Chance to get a better job Chance to learn skill/trade	Chance to get more security Chance to earn money	Chance to get continuous work Favourable generally, good idea	Unfavourable opinions Doubt about acceptance by T.U. not considered skilled, should not give up trade	Unfavourable generally, not a	good idea	Other answers He explained course to me	Other answers Don't know, not stated

TABLE 14
Question 12: "What made you decide to take a GTC course?"
(by training trade, date of birth and physical condition of trainee)

							-			
				Training Trade	Je Je		Date of birth	.e	Phy	Physical condition
	To	Fotal	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis-
All trainees (base for percentages)	42	4256*	1693	1624	939	2471	1083	889	3562	694
	No.	%	%	%	%	%	%	%	%	%
Reasons										
To acquire a skill/trade To get a better paid iob.	2983	70.1	76.2	6-59	6.99	0.92	0-59	58.0	73-1	54-7
more money To get security, steady joh	926	21.8	25-0	23.9	24-1	22.2	17.0	14.0	23-6	12-7
To get a more satisfying job	99	15.6	16-6	12:7	18:8	16-0	15.4	14.4	21:1	9.61
Redundancy	45	2.1	9-	10:2	% ¢	1.4	7.8	16.0	7.	33.0
Prospects of advancement, promotion Already had some experience/	447	10.5	12:1	10-2	8.2	3 Ξ	10.5	9.7	11:5	6.3
improve knowledge, hobby Other reasons	303	7.1	6.4 5.4	6.8	8.9	5.5	9.0	8.4	7.3	6.6

TABLE 15

Trades of first and second choice and trade in which actually trained (questions 13, 13a, b, c)

		Trade of FIRST choice	Trade of SECOND choice	Actual training trade
All trainees (base for percentages)		4256	4256	4256
Construction trades Bricklaying Carpentry Heating and ventilating House painting and decorating Plastering Contractors plant mechanics Electrical contracting Street masonry and paving Wood cutting machining Slating and tiling		8·6 13·2 2·8 0·8 1·6 3·3 2·7 2·7 0·5 0·8	3·4 5·4 1·4 0·8 1·4 2·0 1·4 0·9 0·4 0·5	9·6 13·8 3·3 0·4 1·9 3·0 3·7 1·7 1·0 1·3
Engineering trades Draughtsmanship Fitting—general —jig and tool Sheet metal work Instrument fitting, machining etc. Centre lathe turning perating Milling setting and operating Milling setting and operating Precision grinding Welding—electria er —other, not stated		2-8 2-9 0-6 0-4 1-8 5-1 4-9 3-2 1-4 3-3 0-8 2-2	0·4 1·3 0·5 0·2 1·2 2·5 3·2 1·9 0·9 0·9	1.9 3.3 0.8 0.8 3.2 6.0 9.5 5.2 2.7 3.0 0.8 1.0
Miscollaneous trades Agricultural machinery repairs Boot and shee repairs Boot and shee repairs Canteen cookiet making Scientific glass blowing Hairdressing (men's) Motor repairs Radio-T.V-electronic servicing Radio-T.V-electronic servicing Store keeping Tailoring, bespoke, retail Typewriter repairs Typewriter repairs Typewriter repairs Watch and clock repair Light engineering—blind Heavy whicle repairing Heavy whicle repairing No second choice		0-6 0-1 0-4 0-1 0-1 2-7 9-0 5-8 0-2 0-3 0-7 0-2 0-7 0-2 0-5 0-2 0-2 0-2	0·9 0·0 0·1 0·2 0·1 0·5 3·5 1·8 0·1 0·3 0·1 0·4 0·2 0·3 0·0 1·4 0·2 0·3 0·1	2-0 0-2 0-4 0-1 0-1 8-6 3-6 0-3 0-7 0-7 0-2 0-7 0-3 0-2 0-8 0-6 0-1
	Total	100-0	100-0	100-0

TABLE 16
Reasons for choosing trades of first or second choice (questions 14a, b)
(by trade of first or second choice)

		Trac	Trade of first choice	oice			Trade	Trade of second choice	choice	
to about minute morning!	To	Fotal	Con- struc- tion	Engin- ecring	Miscel- laneous	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous
first or second choice	38	3822*	1573	1250	666	171	1781	748	630	403
(coer tot bereetinges)	No.	%	%	%	%	No.	%	%	%	%
Had always interested me Had some experience	1546	35:1	39.9	31.8	52·2 27·0	359	20-2	20.2	14.1	29-5
Good employment prospects	648	17.0	14.8	21:3	14.9	265	14.9	13.4	17.8	13:2
Was already a hobby Einancial attractions	39,4	9 7	12:5	3.0	16-9	178	7.1	9.6	÷	11.4
Family connections with trade	194	5.1	6.5	3.6	4.6	47	5.6	4.5		0.00
Prospects of advancement	307	9.0	% c	11.8	6.7	98	8.4	7.4	5.7	3.7
Open air life	218	5.7	2.6	4 00	24	26	3.10	6.5	0.5	ņ
Like working with hands	99	1.7	2.5	1.4	7	35	25.0	5.2	13	50
Don't know/no idea/just	1	1	ı	l	ı	198	0.77	6.17	25-3	17-6
fancied it Other	82 228	2.1	1:2	3.4	2:1	144 220	12.4	8.4	8.6	6.7

*Excludes 434 trainees who had no trade in mind.
†Excludes 434 trainees with no trade in mind and 2041 with no second choice.

TABLE 17

Reason for suggesting training trade (question 15b)
(by training trade, person suggesting trade, and physical condition of trainee)

			F	Training trade	0	Person sugg	Person suggesting trade	Physical	Physical condition
	T	Total	Construc- tion	Construc- tion ing	Miscell- aneous	Official at GTC or Employ- ment Exchange	Other	Able- bodied	Disabled
Trainees who did not train in the trades of	7	*91/	155	439	122	415	176	473	243
(base for percentages)	No.	%	%	%	%	96	%	%	%
ning tranc									
Thought I had aptitude"	211	29.5	21.9	31.0	33.6	33.0	420.	25.0	38.7
An expanding/prosperous trade	156	21.8	23.9	223.1	18.0	30-1	139	27.8	14.0
	75	10.5	4.8	11.8	8.5	14.9	7.4	12.2	

*Includes 24 trainees who did not name person who suggested trade and 101 trainees who said nobody suggested training trade.

TABLE 18
Opinion of Selection Board (questions 18, 18a)
(by training trade, date of birth, and absolved conditions of series

(by training trade, date of birth, and physical condition of trainee)	Training Trade Date of Birth condition	Con- Engin	4256* 1693 1624 939 2471 1083 688 3562 694	% % % % % % % % % % % % % % % % % % %	12	130 157 166 137 159 164 129 160 1-1 1-0 1-1 12 1-3 0-6 1-0 1-2	118 2.8 3.2 2.0 3.3 3.2 3.0 1.0 2.9 2.2	1-6	1.7	1.2	21·6 14·4 26·1 26·9 5·5
(by training trade, dat				%	263 263 275 275 275 275 275 275 275 275 275 275	1.1	2.8	1-6	1.7	8.6	21.6
			All trainees (base for percentages)	Favourable opinion of selection board	Favourable, helpful, pleasant, straight forward Fair, very fair, reasonable Thorough–Knew job Ogute satisfiedd.	Other favourable Unfavourable opinion	Too quick Did not consider my aptitude/	wishes Tried to catch me out, make me	leel small Not warned of status, T.U.	Other critical	Not before selection board

TABLE 19
Question 20a: "How long did the course last?"
(by training trade, date of birth and physical condition)

			8				100		Phy	Physical
				anning 1rac	2	-	Jate of out		COLINA	HOIL
	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainces	42.	4256*	1693	1624	939	2471	1083	889	3562	694
(ouse for percentages)	No.	%	%	%	%	%	%	%	%	%
Duration of course										
Up to 13 weeks	109	2.6	0.3	2.2	7.2	1.7	5.9	5.4	1.0	10-7
Over 13 up to 26 weeks	3465	81.4	8.68	86.5	57.4	81.3	82.8	79.4	83.5	8-69
Over 26 up to 39 weeks	447	10.5	9.6	8.3	16.0	11.4	10.2	8-0	10.5	10.4
Over 39 weeks	235	5.5	0.5	3.0	19.4	2.6	4.2	7.3	4.9	1.6
Total	4256	100.0	100.0	100-0	100.0	100.0	100-0	100.0	100.0	0.001

TABLE 20
Question 200: "Was this the usual length of the course, or did you leave early or stay on longer?"

(By training trade and length of course)

			,	Training trade	9	Lengt	h of time sp	Length of time spent on course	8
	ŭ	Total	Con- struc- tion	Engin- eering	Miscel- laneous	Up to 13 weeks	Over 13, up to 26 weeks	Over 26, up to 39 weeks	Over 39 weeks
All trainees	42	4256	1693	1624	626	109	3465	447	235
(cognitional to acco	No.	%	%	%	%	%	%	%	%
Usual length of course Left early	3628	85.2	85.8	85.2	84-2	78.0	88.5	67.3	74.0
Stayed on longer Not answered	235	0.6	9.99	0.3	6.7	940	0.50	28.4 0.3 4.6.0	0.5
Total	4256	100.0	100.0	100.0	100.0	100.0	100.0	100-0	100.0

TABLE 21

Question 20c; "Taking into account the trade for which you were training, do you think this (course) was too short, too long or about the right length?"

(by training trade, date of hirth and physical condition)

			Tra	Training Trade		п	Date of birth		Phys	Physical condition
	Total	0 8 =	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainces	4256*) i	1693	1624	939	889	1083	2471	3474	992
(base for percentages)	No. %		%	%	%	%	%	%	%	%
uration of course:										
Too short	2087 49	49.0	48.0	46.7	54.8	51.0	51.1	8-24	48.5	52.2
Too long	181 4	4.3	4.0	4.4	4.5	4.2	4.0	4.2	4.3	3.3
About right	1982 46	46-6	47.9	48.7	40.5	44.8	44.8	47.8	47-1	44.3
Not answered	9		(3)	(3)	(3)	1	0.5	0.2	0.1	0.3
Total	4256 100	100.0	100.0	100.0	0.001	100-0	100.0	100.0	100-0	100-0

*Includes fourteen trainees who did not give their age.

TABLE 22
Question 20d: "Why do you think the course was too short?"
(by training trade, date of birth and physical condition of trainee)

			Training Trade	de		Date of birth	_	Phy	Physical condition
	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
Frainces who said the course was	2087*	813	759	515	351	553	1180	1684	400
(base for percentages)	No. %	%	%	%	%	%	%	%	%
ceasons given for saying the course was too short:									
Not enough time to gain practical experience	977 46·8	49.9	44-7	45.0	44.7	47.4	47.1	46.7	47.2
Did not give in enough detail, items found necessary afterwards	808 38-8	37-8	38-5	40.8	41.3	35-8	39.5	38.5	40:2
Not possible to grasp everything in time	1039 49.8	49.3	50-3	49.7	52.1	47.7	90.0	49.6	50.5
Not enough time for technical side or theory	235 11-3	10-3	12.6	10-7	8:3	12:1	11.8	11.5	10.5
Other reasons	74 3.5	3.6	2.5	5.0	8.4	3:1	3.4	3.5	3.7

Question 21: "Did the course turn out to be just as you expected it to be or was it different in any ways?" (by training trade, date of birth and physical condition) TABLE 23a

								1		-
			Ē	Training Trade	9		Date of birth	-fi	Physical condition	ical
	Total		Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainces	4256*	*99	1693	1624	939	2471	1083	889	3562	694
(base for percentages)	No.	%	%	%	%	%	%	%	%	%
Course was:										
Just the same	1549	36.4	37.7	35.7	35.3	34.0	38.6	9.14	36.0	38.1
Different	1420	33.4	34.4	29.2	38.7	34.8	32.0	30.2	34.1	30.2
Don't know what to expect	1284	30.2	27.8	35.0	26.1	31.2	29.2	28.2	29.9	31.6
Not answered	(2)		Ð	(3)	1	8	(2)	!	(2)	(3)
Total	4256	100.0	0.001	100.0	0-001	0-001	100.0	100-0	0.001	0.001

TABLE 23b
Question 21a: "In what ways was (the course) different from what you expected"?

(by training trade, date of birth and physical condition)

			Training Trade	de		Date of birth	æ	Phy	Physical condition
Trainces who found the course different from expected (base for percentages)	Total	Con- struc- tion	Engin- cering	Miscel- lancous	or later	1926 to 1935	1925 and before	Able- bodied	Dis-
(200	1420*	583	474	363	658	347	208	1213	207
Ways in which the course was different from expected:	No. %	%	%	%	%	%	%	%	%
Expected more theory Expected less theory		5.3	7.2	6.9	6.5	7.2	4:3	6.3	6.3
Expected more practical work	235 16-5	19:2	0 00 0	18:5	15:1	16.4	16.8	15:2	14.0
Expected better/more up to		¢.	4.9	4.4	9-0	4.3	3.4	4.6	4.3
date machinery/equipment Expected less up to date	102 7-2	6.2	1.9	10.2	6.3	8.1	9.1	7:3	8-9
machinery/equipment More thorough than expected Less thorough than expected	37 2.6 398 28-0 180 12-7	30-9	283	23:1	3.0	25:9	3.4	2.5	3.9
Lower standard/more		= 3	<i>*</i> •	0.01	17.0	12:1	14:4	12.7	13.0
Higher standard than expected Didn't expect entrance	283 19-9	18.9	24.7	15.4	11:5	21.9	20.2	10.4	12-6 22-9
exam/IQ test Insufficient time Inadequate/not enough tools	30 2.1	2.4	0.4	2:2	0.7	0.6	2.9	9.0	0.5
(machinery)	42 3.0	2.7	3.2	3-0	2.8	2.9	3.8	3-0	3.4
Other	267 18-8	19.2	18.6	18-5	20.7	16-4	14.9	19.3	17.5

*Includes six trainees who did not give their age.

TABLE 24
Question 22: "What did you think of the training course?"
(by training trade, date of birth and physical condition of trainee)

Physical condition	Dis- abled	694	%	55.6 0.4 1.0 1.0	16.6	6.5	2.9	8.4 1.4 5.3
Phys	Able- bodied	3562	%	53.8 43.6 0.6	17·2 8·2	5.2	2.8	944 964
	1925 and before	889	%	51.3 51.0 56.5 0.9	17.3	5.1	2.2	8:3 7:0
Date of birth	1926 to 1935	1083	%	54.2 0.8 0.3 0.3	19-1	5.5	. 2.9	9.534 451-
-	1936 or later	2471	%	53.3 0.6 0.8	16.0	5.4	2.9	5.29 5.66
9	Miscel- laneous	939	%	44.8 6.0 6.0 7.0 7.0	16.1	8.7	5.5	10:2 4:0 6:1
Training Trade	Engin- eering	1624	%	56.7 1.0 37.7 0.7	16·3	5.0	2.1	6.4 4.9
E E	Con- struc- tion	1693	%	888 	18:1	3.9	2.1	11.8 2.3 5.0
	Total	4256*	%	53.1 6.9 6.9 7.0	17-0	5.4	2.8	9.5 4.4 5.2
	Ť	4.	No.	2059 2262 38 1814 30	722 376	230	119	399 101 222
		All trainees	(base for percentages) Opinion of training course	Favourable comments Instructors good, helpful, patient, etc. Good/very good course Other favourable All right, satisfactory Other routral	Unfavourable comments Not enough practical Rushed things too much	Instructors not very good/ proficient	enough of instructors' time	Too much time spent on out-of-date practices Very elementary Other critical

TABLE 25a

Question 22c: "What about practical work?-Did you think you did too much practical work, not enough or about the right amount?" Question 22a: "Did you think you had too many lectures, not enough or about the right amount?" (by training trade, date of birth and physical condition of trainee)

									į	
			T	Training Trade	de		Date of birth		Conc	Physical condition
	Total		Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Albe- bodied	Dis-
All trainees	4256*		1693	1624	939	2471	1083	889	3562	694
(one for between the control	No.	%	%	%	%	%	%	%	%	%
Opinion of number of lectures										
Too many Not enough Right amount	488 718 3029	11.5	13.5	10.3	9.9 18.6	10-9	11.7	13.2	11:8	9-9
Not answered	21	0.5	0.2	0.4	<u>:</u>	0.3	0.7	0.7	0.49	1.0
Total	4256	0.001	100.0	100.0	100-0	100-0	100-0	100.0	100-0	100-0
pinion of amount of practical work										
Too much Not enough Right amount	2055	1.6	1.4 49.5 49.1	2:2 41:2 56:6	28.4 20.7	1.8	51.2	1.3	1.6	1.4
Not answered	4	<u>0</u>	0.1	0-5	١	ŧ 1	0.3	0.1	0.1	0.0
Total	4256 1	0.001	100-0	100.0	100-0	100.0	100-0	100-0	100-0	100.0

*Includes fourteen trainees who did not give their age.

TABLE 256
Question 22d: "Why do you say that there was too little practical work?"

(by training trade, date of birth and physical condition)

							-		-	
			T	Training Trade	de		Date of birth	e.	Phys	Physical condition
Trainees who shought show was	Ţ	Fotal	Con- struc- tion	Engin- eering	Miscel- laneous	or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
	21	2175*	988	725	564	1232	582	354	1835	340
(seguinated to almo)	No.	%	%	%	%	%	%	%	%	%
Reasons given										
Not enough practice to become properly skilled Didn't cover all different kinds	26	34.8	33.4	33.4	38-7	34-9	35.4	33.9	34.4	36.5
of work, course too short to cover everything Shortage of materials/work/	756	34.8	34.9	35.9	33.2	35-3	35.2	32.2	34.9	35.0
equipment Didn't have time to acquire	316	14.5	13.0	11.4	20.9	14.5	13.9	15.5	14.2	15.9
speed Not enough advanced work	291 169	13.4	15.2	14.8	7.88	12:3	16-7	12.1	13.7	12.3
Too long on elementary work Other reasons	89 546	25.1	25.4	23.6	3.4	25-1	22:2	20.50	25.63	3.0
							1	1	2	

TABLE 26

Question 23: "What parts of your training have been the most useful to you since you left the training centre?" (by training trade, date of birth and physical condition)

Physical condition	Dis-	694	%		22.5 7.5 7.5 3.0 3.5 15.0
- 5	Able- bodied	3562	%		26.7 17.1 7.3 22.2 36.0
e.	1925 and before	889	%		8.9 21.7 17.7 6.5 33.7 16.0
Date of birth	1926 to 1935	1083	%		862 865 865 865 865 865 865 865 865 865 865
	1936 or later	2471	%		27.7 27.7 7.6 30.8 8.9
de	Miscel- laneous	939	%		25.2 16.1 16.1 36.4 12.0
Fraining Trade	Engin- cering	1624	%		2256 166 166 345 142
	Con- struc- tion	1693	%		5.8 17.7 5.6 37.7 7.1
	Total	4256*	%		6.9 16.9 7.4 2.3 36.2 10.9
	T	42	No.		292 1094 720 314 96 1540 464
		All trainees (base for nercentages)	(000	Most useful parts	Use of tools/instruments Detailed technical sapers Practical side (general) Other answers All of it

TABLE 27

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roved very useful to you so far'	
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Physical condition	abled d Dis-	694	%		53.9	30.8	_	18.4	5.53	_	100.0
- 8	Able- bodied	3562	%		55.0	33.8	7:1	19.5	1:3	10.1	1000
ь	and before	889	%		26.8	1.3	ē	12.1	6.0	16-0	0.001
Date of birth	1926 to 1935	1083	%		55.7	1.0	6.7	17.6	5.6	12.3	100.0
	1936 or later	2471	%		53.9	9.02	99	22.1	7:7	6.8	100.0
le le	Miscel- laneous	939	%		52.8	0.0	7.5	8.61	2.0	12.0	100.0
Training Trade	Engin- cering	1624	%		26.7	6.00	8:5	14.2	0.4 8.8	14.2	100-0
-	Con- struc- tion	1693	%		54.2	9.0	5.4	24.0	8-5	7.1	100.0
	Total	4256*	%		54.8	9.5	7.0	19.3	1.5	10.9	100.0
	Ē	4	No.		2334	43	297	822	200	464	4256
		All trainces	(base for percentages)	Least useful parts	No parts not useful	Can't remember/don't know if any parts not useful	Some parts not useful: Theoretical side	Technical operation (detailed)	Use of instruments (detailed)	None of it useful	Total

*Includes fourteen trainees who did not give their age.

Question 24b: "Con you suggest why (parts of the course) haven't come in very useful so far?" (by training trade and parts of course found int useful)

			T	Training trade		Part	Parts found not useful	seful
	Total	le le	Construct- ion	Engineer- ing	Miscel- lancous	Theoretical	Technical Operation	Other parts
Those finding part of course not useful	1424	4	645	458	321	297	807	358
(Dase 101 percentages)	No.	%	%	%	%	%	%	%
Reasons for finding not useful								
Not needed in job	884	62-1	55-7	70-3	63.2	8.62	9.09	57-0
Methods not much used now	370	26.0	39.1	11.6	20.2	8.6	32.7	27-1
Could not get skilled work of this kind	62	4-4	1.9	7.4	9-0	2.7	3.5	8.4
Use of prefabricated parts Not treated as skilled man in job	133	9:3 4:1	12.9	9.68	2.5	4.0	3.1	5.6
Other answer	49	4.5	3.6	4.8	5.9	5.1	3.6	7.0

TABLE 29
Question 26: "Were you living at home while you were attending the GTC?"
Question 26s: "What sort of accommodation were you living in ?"

(by training trade, date of birth and physical condition of trainee)

Training Trade Date of birth condition	Con- Engin- Missel 1936 1926 1925 Bodied Distriction certing Inneous later 1936 before bodied ablet	1693 1624 939 2471 1083 688 3562	% % % % % % % %		63.6 63.4 66.3 59.4 60.4 68.1 67.9 64.7 58.7	6.2 10.6 11.6 9.6 8.0 9.0 8.3	0.1 0.6 0.9 0.4 0.6 0.3 0.3 28.2 21.7 20.6 25.2	0.5 0.5 0.2 0.9 0.6 0.2 0.6 0.5 0.7	0.001
	or later	2471	%		60.4	9.6	28.5	8.9	100.0
ę.	Miscel- laneous	939	%		59.4	11.6	26.3	0.60	0.001
raining Trac	Engin- eering	1624	%		6.99	9.01	9.00	0.5	0.001
T	Con- struc- tion	1693	%		63-4	6.5	28.0	0.5	0.001
	Total	4256*	%		63.6	-6	25:3	0.5	0.001
	Ţ	42	No.		2708	386	1076	23	2367
		All trainees	(corse for bencellages)	Where trainces lived	At home	GTC hostel	Construction of the control of the c	With relatives Other	Total

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TABLE 30

Marthal status at time of taking course and at time of interview (question 29)

(by training trade, date of birth and physical condition of trainee)

		9		Committee to the committee of the commit			(**			
			T	Training Trade	ę		Date of birth		Phy	Physical condition
	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis-
(hose for necestations)	42	4256*	1693	1624	939	2471	1083	889	3562	694
(onsertor bereattages)	No.	%	%	%	%	%	%	%	%	%
Marital status										
Married before going to GTC Married whilst at GTC	2436	57.2	58.4	61.2	48:2	3.2	80.0	83.1	56.5	61.0
Not married while at GTC	1730†	40.7	39-3	36-8	49.8	26-7	19.3	9-91	41.2	37.7
Married in: 1965	326	9.0	6-0	4.0	0.5	6-0	0-1	0.1	0.7	0-3
1906	250	5.6	6.4	4.7	0.8.9	9.6	- 5	0.1	8 C	3.6
1968	164 49	3.9	3.9	2.9	5.4	6.2	0.7	0.0	1.2	3.1
not married at time of interview	1004	23.6	50.9	22.8	29.7	29.6	15-6	14.7	23-2	25-2
Total	4256	100.0	100.0	100-0	100-0	100.0	100-0	100-0	100-0	100.0

*Includes fourteen trainees who did not give their age. †Includes three trainees who did not answer.

TABLE 31

Question 30: "Did you have any children at that time (i.e. dependent children under 19)?"

(by date of birth of trainee)

Married trainees	Tot	al	1936 or later	1926 to 1935	1925 and before
(base for percentages)	255	6*	1076	887	587
Number of children None One Two Three Four Five More than five	No. 646 663 616 324 173 65	% 25·3 25·9 24·1 12·7 6·8 2·5 2·7	% 37-6 32-6 20-1 6-6 2-4 0-6 0-1	% 13·0 20·3 28·5 19·3 10·8 3·9 4·2	% 21·5 22·1 24·7 14·0 8·7 4·1 4·9
Total	2556	100-0	100-0	100-0	100.0

^{*}Includes six trainees who did not give their ages

TABLE 32
Whether trainees had other dependants while at the GTC (question 31)

	3 or more children	625	%	5-9	97·1	100-0
	Two	610	%	3.1	6-96	100-0
	One	653	%	3.5	96.5	100-0
trainees)	No	638	%	5.7	94-3	0.001
(by marrital status and number of children of married trainees)	Single at end of GTC course	1730	%	12-4	87-6	100.0
number of chil	Married before end of GTC course	2526	%	3.8	2.96	100-0
fal status and	Total	4256	%	7.3	7:26	100.0
(by mari	To	42	No.	311	3945	4256
		All trainees	(oase for percentages)	Trainees who: Had other dependants	Had no other dependants	Total

TABLE 33

Question 31: "Did you have any (other) dependants during the time you
were at the training centre?"

Ouestion 31a: "Who were they?"

	Total	
All trainees (base for percentages	4256	
No (other) dependants With dependants: Informant's mother Informant's father	No. % 3940 92-6 316 7-4 221 5-2 57 1-3	
Wife's mother Wife's father Others 19 years or over Others under 19	22 0·5 4 0·1 39 0·9 20 0·5	

TABLE 34 Summary of Marriage and Dependants (questions 30, 31)

	Tot	al	
All trainees	425	56	
(base for percentages) Married No children	No.	%	
-no other dependants No children	600	14-1	
—but other dependants With one or more children	36	0.8	
—no other dependants With one or more children	1827	42-9	
—and other dependants Unmarried	60	1.4	
No other dependants	1511	35-5	
With other dependants	215	5.1	
Not answered	7	0.2	
Total	4256	100-0	

Question 32: "How much were you paid per week while you were at the GTC, including allowances of all kinds?" (by training trade, date of birth and marital status of trainee) TABLE 35

			T.	Training trade	de	Q	Date of birth	4	Dat	Date of marriage	2
	Ĭ	Total	Con- struc- tion	Engin- eering	Misc- ellan- eous	1936 or later	1926 to 1935	1925 and before	Before end of course	Since end of course	Not
All trainees	42	4256*	1693	1624	939	2471	1083	889	2526	910	817
(codeminated to a const	No.	%	%	%	%	%	%	%	%	%	%
Fotal weekly payment											
£2.10.0d—£4.19.11d £5.0.0d—£7.9.11d	351	1.9	1.5	1-6	3.1	2.9	3.3	3.2	1 =	4.9	19:5
£/.10.0d—£9.19.11d £10.0.0d—£12.9.11d	1710	39:1	39.7 40.3	39-9 40-3	34.9 4.9	32:1	310	37.4	29-5	55.4 19.8	56.4
£12.10.0d—£14.19.11d £15 and over	368	9.8	10:2	8.4	0.5	9.9	6.11	0.5	13.6	<u></u>	1:5
Don't know Not answered	33	000	0.5	9.6	ΞΙ	0.0	0 0 0 0	33	0.0	0.5	1:6
Total	4256	0.001	100-0	100-0	100-0	100-0	100-0	100.0	100.0	100-0	100.0
Median level	£9.1	£9.18.11	£10.2.5	£10.0.6	1.01.63	1.8.63	£10.4.4	£10.9.6	£10.18.0	£7.14.10	£8.13.4

*Includes fourteen trainees who did not give their age.

†Includes one trainee who was paid less than £2,10.0d per week.

TABLE 36

Comparison of median values of take home pay in pre-GTC job and training allowances (questions 6 & 32) (by training trade and date of birth of trainer)

	Median value of take home pay before going to GTC (a)	Median value of allowances while at GTC (b)	(b) as % of (a)	change (b)—(a)
Training trade: Construction Engineering Miscellaneous Date of birth:	£ s. d 14. 13. 4 14. 8. 10 12. 19. 8	£ s. d 10. 2. 5 10. 0. 6 9. 10. 1	% 68-9 69-4 73-2	% -31 -31 -27
1936 or later 1925—1936 1925 or before	12. 19. 7 15. 12. 7 15. 19. 7	9. 8. 7 10. 4. 4 10. 9. 6	72·7 68·6 65·6	-27 -31 -34
Total, all trainees	14. 4. 8	9. 18. 11	69-9	30

TABLE 37

Question 32d: "Was your training allowance (excluding any allowances for lodgings, meals or fares) more or less than your take home pay in your previous/usual job, or was it about the same?"

	Te	otal
All trainees (base for percentages)	4:	256
£5 or over a week less Over £2, less than £5 a week less £1 to £2 a week less Under £1 a week less Less, don't know by how much	No. 2230 983 388 68 39	52·4 23·1 9·1 1·6 0·9
Total LESS	3708	87-1
SAME	329	7.7
Under £1 a week more £1—£2 a week more Over £2, less than £5 a week more £5 or over a week more More, don't know by how much	21 75 48 18 2	0·5 1·8 1·1 0·4 0·0
Total MORE	164	3.9
No previous job	12	0.3
Can't remember pay in previous/ usual job	43	1.0
GRAND TOTAL	4256	100-0

Comparison of median values of take home pay in pre-GTC job and training allowances (questions 6 and 32) (by amount of take home pay in pre-GTC job) TABLE 38

	No. of trainces in this group	Median value for this range of take home pay before going to the GTC (a)	Median value of this group's allowances at the GTC (b)	(b) as % of (a)	Percentage change (b) — (a)
Take home pay in pre-GTC job		£ s. d.	£ s. d.	%	%
Up to £9.19.11d	, 652	8. 2. 11.	8. 17. 0.	9-801	9.8 +
£10 — £14.19.11d	1691	12. 7. 3.	9. 15. 3.	79.0	-21.0
£15 — £17. 9.11d	766	16. 5. 0.	10. 6. 11.	63-7	-36.3
£17.10. — £19.19.11d	447	18. 15. 0.	10. 12. 8.	26.7	43-3
£20 and over	645	22. 18. 1.	10. 14. 3.	51.7	48-3
Don't know, can't remember, not answered	55	ı	ı	1	1
Total all trainces	4256	£14. 4. 8.	£9. 18. 11.	6-99	-30-1

Note: The same information is shown in graph form in Chart A.

TABLE 39
Question 33b: "How did you (your family) manage (financially)?"
(by degree of financial difficulty experienced, and whether family contained children)

			Degree of	Degree of difficulty	Trainces who had	who had
	Total	_	Difficult	Very	Children	No
All trainces whose families experienced difficulties (base for percentages)	*6771		929	831	1417	252
	No.	%	%	%	%	%
Ways in which family managed						
Economised/cut down expenditure Drew all or part of savings	750	42.2	38.0	47.2	8.44.8	29.0
Applied for Social Security Wife already working	238	13.4	900	17:7	15:3	3.6
Wife took job	324	18.5	16.9	19:5	× 6	52.0 17.5
Other members of family working Other members of family took job(s)	6 9		8 C		6.	9-
Got behind with mortgage	50	Ξ	6.0	4	4	11
Informant took part-time job	20	3.0	9.0	9.9	4.7	0.4
Other answers	340	2		0.0	5.4	4.4
Control Mills of the Control of the	240	0.61	17.4	21.5	20.0	13.9

*Includes nineteen trainces who did not state their degree of difficulty.

Note: The degree of difficulty was asked of all trainees whose families experienced difficulties, while the "whether family contained children" breakdown includes married trainees only.

TABLE 40

Question 33b: "How did you (your family) manage (financially)?"
(by degree of difficulty experienced)

			Degr difficulty e	ree of experienced
Trainees with children, whose families experienced	Tot	al	Difficult	Very difficult
difficulties (base for percentages)	143	10	686	731
Economised/cut down on expenditure Drew all or part of savings Applied for Social Security Wife working already Wife took job Other members of family working Other members of family took job Other members of family took job Got behind with out may ments Informant took part-time job Other answers	No. 639 406 219 127 278 27 2 20 67 78 287	% 44.7 28.4 15.3 8.9 19.4 1.9 0.1 1.4 4.7 5.5	% 41·1 28·4 11·5 12·5 19·1 2·3 — 1·2 2·0 4·2 17·6	% 48·3 28·2 18·9 5·3 19·6 1·5 0·3 1·6 7·3 6·6 22·2

^{*}Includes thirteen trainees who did not state their degree of difficulty.

TABLE 41

Question 34: "When you started your course, did you know exactly what job you would have when you left the GTC?" Question 34a: "How did you find that Job?" (by training trade, date of birth and physical condition of trainee)

		0	one form	d mini mini	(2) minus ames, ames of bit in and prosecut condition of traines)	HOH OF ITAHI	(22)			
			T	Training Trade	de		Date of birth		Phys	Physical condition
	Total	E	Con- struc- tion	Engin- eering	Miscel- lancous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
(base for percentages)	4256*	*9	1693	1624	939	2471	1083	889	3562	694
	No.	%	%	%	%	%	%	%	%	%
ainees answering:										
No, did not know what job would have when left the GTC	3916	92.0	91.0	92.2	93.6	91.9	91.5	93.3	91.8	93-1
s, did know: job found by:										
GTC Placement Officer Other GTC officials Employment Exchange Ad, in press	58 6 17 17	0.0 4.1.0 4.1.0 4.1.0		0.52	0.0 1.5 0.0	1.000 6.53 4.00	0.1 0.2 0.5 0.5	000 000 000 000	42.850	406:0
Triend Other Not answered	22 130 2	31.50	1:5	0.8 0.1 0.1	0.5 1.4 0.1	3.52	3.0	1:22	33.3	2:5

Note: Percentages add up to more than 100 because some informants found jobs by more than one method, "Includes fourteen trainees who did not give their age.

TABLE 42
Question 35: "When did you stort to look for work?"
(by training trade, date of birth and physical condition of trainee)

			T	Training Trade	de		Date of birth		Physical condition	ical ition
	To	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
(hora for parameters)	42	4256*	1693	1624	939	2471	1083	889	3562	694
(onserto) benefitages)	No.	%	%	%	%	%	%	%	%	%
When started to look for job										
Already had job	340	8-0	0-6	7.8	6.4	8.1	8.5	2-9	8-2	6.9
Started to look for work:										
Before course started During first 4 weeks of course During last 6 weeks	8 0 9 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3.9	5885	25-45	0.3 2.0 2.0 2.0 3.0	2400	3.5	0-1 2-6-6-1	0.6.4.5 27.1.0	1 50 50
During last 2 weeks During last 2 weeks During course (other times)	1771	41.6 5:5	48.5 5.5 5.5	38.5	34.7	400 400 440	- 6.6	43.7	24.5 50.4 50.4	39:5 39:5 39:5
After course (within 2 weeks) After course (within 4 weeks)	260 16	6·1 0·4	0.50	9.9	0.3	8÷8 0:3	9.0	10:3 0:3	5-2 0-3	10.5
Auter Course (more man 4 weeks)	Ξ	0.3	0.1	0.2	9.0	0.3	0.1	4.0	0-1	1.0
no answer	68	2-1	1-6	1.9	3:3	2.2	1.7	2.2	1.7	3-0
Total	4256	0.001	100-0	100-0	100.0	100.0	100.0	100.0	100.0	100-0

*Includes fourteen trainees who did not give their age.

TABLE 43
Question 35a: "What did you do to find a job?"
(by training trade, date of birth and physical condition of trainee)

			L	Fraining Trade	de		Date of birth	_	Phy	Physical condition
Traines who were not placed at	To	Fotal	Con- struc- tion	Engin- cering	Miscel- laneous	or later	1926 10 1935	1925 and before	Able- bodied	Dis- abled
the beginning of the course	39	3916*	1540	1497	879	2272	166	642	3267	649
(cognitional to com)	No.	%	%	%	%	%	%	%	%	%
Informant utilized:										
GTC Placement Officer Other GTC officials List at GTC	393 13	0.00	7.7	51.9 10.1	47.4	9.69	8.5	10.4	9.3	46.8
Enquired personally at firms Employment exchange	1290 957 957	24.4.9	24.4	33.4	225.5	23.5	33.0	30.7	34.5	525°3
Told about job by relative/ friend	231	5.6	9.9	5.0	6-1	6.5	5.5	5.6	6.2	4.5
Appresentatives of mins visited GTC Employment agency Other	185 41 108	1.0	0.8 9.0 9.0 9.0	7:1	5.9 1.0 3.1	2:1	3.10	9.0 7.4	4.1. 1.1. 8.1	5.7 7.0 0.5

*Includes eleven trainees who did not give their age.

TABLE 44

Question 35b: "How many jobs did you apply for either on your own initiative or through the employment exchange before you obtained your first job?" (Refers to all job applications NOT made through the GTC)

	ical ition	Dis- abled	649	%	40·8 23·1	10.6	6.9	2.5	3.0	1.1	5-7	0.6	100-0	1.74
	Physical condition	Able- bodied	3267	%	36-7	10.5	× 4	2.5	en e	2.0	2.0	0.8	100-0	1.83
		1925 and before	642	%	37.4	6.4	9.49	2.3	3.7	25.	2.6	96	100-0	1.86
ee)	Date of birth	1926 to 1935	166	%	38.2	9.6	4	6-1	9.0	ŝΞ	4.9	1.4	100.0	1.82
(by training trade, date of birth and physical condition of trainee)		1936 or later	2722	%	36-9	11.2	2.5	2.2	30	. 80	5-0	0.9	100.0	1.82
ysical condi	9	Miscel- laneous	879	%	40.8	11.3		4.	2.7	0.0	5.3	00	100.0	1.75
birth and pl	Training Trade	Engin- eering	1497	%	38.0	11.0		2.4	3.7		2.6	6-9 0-9	100-0	1-93
ade, date of	T	Con- struc- tion	1540	%	34.5	6.5	4.5	2.4	3.5	900	4.4	100	100.0	1.76
y training to		Total	3916*	%	37:3	10.5	- 8 - 4	2.5	3:3	9	5.1	0.8	100.0	1.82
4)		To	39	No.	1460	413	319	85	130	‡ 88	199	33.88	3916	
		E	at start of course	Number of jobs	None	23	₩ 4	. 80	910	~ 00	9 or more	Can't remember Not answered	Total	Average number of jobs applied for

*Includes eleven trainees who did not give their age.

TABLE 45

Question 35 (c); "Did you state in your application that you were GTC trained?")
(by training trade, date of birth and physical condition of trainee)

			£	Training Trade	e	I	Date of birth		Phys	Physical condition
Trainage who were not nigoral	Total		Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
at start of course (hase for nercentages)	3916*		1540	1497	879	2272	166	642	3267	649
(collarge to tor acro)	No.	%	%	%	%	%	%	%	%	%
rainees answering:										
Yes, for all	2218	9.99	9.99	57.6	55-1	9.99	55.9	57-6	57-0	55.0
No, for all Yes. for some	115	2.0	2.5	1.7	=:	3:1		5.6	3.5	
Can't remember	28	0.7	0.7	0.7	0.8	9.0	Ξ	0.5	0.7	1.0
through GTC Not answered	1460	37.3	34.5	38.0	40.8	36.9	38.2	37.4	36.7	40·1 0·6
Total	3916	0.001	100.0	100.0	100.0	100.0	100-0	100.0	100-0	100-0
				-						-

*Includes eleven trainees who did not give their age.

TABLE 46

Question 36: "Did the GTC instructors and officials discuss your future employment with you?" (by training trade, date of birth and physical condition of trainee)

						-	(m)			
			F	8	-				Phy	Physical
				Iraining Irade	de		Date of birth	-	cond	ition
Trainees who were not placed	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1926 and before	Able- bodied	Dis-
at start of course (base for percentages)	39	3916*	1540	1497	879	2272	166	642	3267	649
(consumerated to to come)	No.	%	%	%	%	%	%	%	%	96
GTC officials										
Discussed and suggested suitable jobs	1631	41.6	42.0	41.7	41-0	8-04	42.5	43.9	41.8	41.4
suggest suitable jobs	910	23-2	19.7	56-9	23-2	23-1	24-1	22-3	22.9	24.8
Jobs unsuitable because:										
No specific job suggested Too far away	334	3.9	9.4	8.7	6.7	8.7	9:1	6-9	50.0	8:1
Pay inadequate Not sufficiently skilled	155	2:7	2.0	7-5-	9.7	3.0	3.40	4.4	0.44	i en c
No job in my trade No jobs in my area	45	40	400	. e. e	22.5	27.5	1616	5.0	466	46. 46.
Other Did not dissue	127	60.0	121	9.6	, eo	3.5	3:1	2:5	5.0	4.6
Not answered	1303	94.9	37.9	31:3	35.6 0.2	35.7	33.3	33.8	35-0 0-3	33.5 0.3
Total	3916	100.0	0.001	100.0	100.0	100-0	100-0	100-0	100-0	100.0

*Includes eleven trainees who did not give their age.

TABLE 47

Question 37: "Did you discuss your future employment with a Local Employment Exchange?"
"Were the johs they suggested suitable for you?"
(by training trade, date of birth and physical condition of trainee)

	Physical condition	Able- Dis-	3267 649	%	6-0 19-5	13-2 18-2	2.3 2.9 2.9 3.2 2.9 4.1 1.9	2.4 0.9 1.5 70.6 0.2 0.3	0.001
		1925 and A before bo	642 3:	%	17.9	17.4	41.6.85.2 2.2.8.8.2.2	0.1.7.7.7.7.7.7.7.7.7.7.7.7.7.7.7.7.7.7.	100-0
(0)	Date of birth	1926 to 1935	166	%	17.2	17-0	# 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	0.9 0.9 1.7 65.8	0.001
Committee or annual managed and annual committee or manual committ	н	1936 or later	2272	%	16.0	11.9	25:1-7 25:1-7 25:2-1-7	2.3 0.9 11.7 0.4	100.0
	de	Miscel- laneous	879	%	13.9	15.6	21.0 2.0 2.4 2.4 3.4	2.8 70.3 0.2	100.0
	Training Trade	Engin- eering	1497	%	17-3	15-4	23.2.7.7.2.5 2.6.3.3.2.2.5.5	2:5 1:0 1:7 67:1 0:2	100-0
	T	Con- struc- tion	1540	%	17.5	12.1	12312	2010 2015 2015 2015	100.0
		Total	*9168	%	16.6	14.1	2330463	69-1-05 05-1-60 05-1-60	100-0
		Ţ	36	No.	059	554	92 1117 777	2704 8	3916
		Twenty and more may placed	at start of course	(Onso for percentages)	Discussed and were offered suitable jobs	offered suitable jobs	obs unsuitable because: No jobs in my area Not sufficiently skilled No jobs in my trade Did not suggest specific job Pay inadequate Prime sid not want GTC	trainces Too far away Others Did not discuss Not answered	Total

*Includes eleven trainees who did not give their age.

Question 37c: "Did the employment exchange suggest jobs only in the trade you were training for, or did they suggest other trades as well?"" Question 37d: "Which trades did they suggest?" TABLE 48

	condition
	and physical condi
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	The freshing t
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		(by train	ng trade, da	te of birth s	(by fraining frade, date of birth and physical condition)	condition)				
			E E	Training Trade	e e		Date of birth		Phy	Physical condition
The Management of the second factors	Ţ	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able-bodied	Dis- abled
employment at local employment	12	1206*	456	490	260	637	338	727	963	243
(base for percentages)	No.	%	%	%	%	%	%	%	%	%
Employment exchange:										
Suggested jobs in training trade only Surgested jobs in other trades	879	72.9	4:77	68.8	72.7	75.8	72.2	65.6	74.6	64.2
Labouring Cother	74.8	9.6.	40	3.7	3.6.4		0.00	1618	4 v 0 q	4-5
No jobs suggested Not answered	163 33	13.5	25.5	15:3	3.8	3:00	13.6	1:3	13:3	3-3
Total	1206	100.0	100-0	100.0	100.0	100.0	100-0	100-0	100-0	100.0

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*Includes four trainces who did not give their ages.

TABLE 49
Question 38b: "Was it easy to find the sort of job you wanted?"
(by training trade, date of birth and physical condition of trainee)

										-
			Г	Fraining Trade	de	D	Date of Birth		Phy	Physical condition
	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainees	42	4256*	1693	1624	939	2471	1083	889	3562	694
rainees who:	No.	%	%	%	%	%	%	%	%	%
Already had a job Yes, found job immediately Didn't find job immediately	340 3194	8.0	9.0	7-8	75.6	8-1	8.5	6.7	8.2	9·69
found one easily Not easy to find job Not answered	185 529 8	12:4	4 6 0 6 4 5	14·3 0·3	3.5 0.5 0.5	10.3	8.4.4.0 0.0	17.0 0.3	411.0 0.4-1:0	5.7 17.2 0.6
Total	4256	100-0	100.0	100.0	100.0	100-0	100.0	100-0	100.0	100-0
In what ways not easy: Firms didn't want GTC trainees No jobs in area No jobs in area Not sufficiently skilled Pay inadequate Too far away	222 1329 443 443 453	3333	444000 2022	9881100	248-120 2256-120	42200 7.00 8.00 8.00 8.00	0.1 1.3 2.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3	2000 2000	20000 2000 2000 2000 2000 2000 2000 20	84445-0 87-7
bad wearner Didn't suggest specific job Other	131	90°8	1.00	1.0	3000	0.1	8 4	9-18-5	0.07 5.1.4	6:3-1-5

*Includes fourteen trainees who did not give their age

TABLE 50
Question 38: "Did you have a job to go to immediately you left the training centre?"
Question 38a: "How long did it take you to find a job?"

of trainee)
condition
physical
birth and
date of
trade,
training
Á

Con- struc- Total tion
4256* 1693
No.
340 8.0 9.0
3194 75-0 76-
3.5
9.0
0.4
76 1-8 0-6
3
4256 100·0 100·0

*Includes fourteen trainees who did not give their age

TABLE 51
Question 39; "Do you think that the GTC and have given you more help in finding a job?"
Question 396: "In what ways?"."

*Includes fourteen trainees who did not give their ages.

TABLE 52

Question 40; "Did you, while you were at the training centre, go to any outside classes in connection with your training trade?" Question 40b; "Have you been to any classes since you left the training centre?" (by training trade, date of birth and physical condition of trainee)

				-						
			F	Training Trade	9	Q	Date of Birth		Physical condition	ical
	Total	le .	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainees	4256*	-9	1693	1624	939	2471	1083	889	3562	694
(base for percentages)	Š.	%	%	%	%	%	%	%	%	%
Whether classes attended while at GTC	169	4.0	4.1	3-0	5.5	8.4	3.1	2.5	4.2	5.9
Outside classes attended after leaving GTC	009	14.1	9-01	13-4	21.5	15.5	12.9	10.8	14.7	11:1
Outside classes attended both during and after GTC No classes attended	3306	3.7	81.5	79.8 4.8 79.8	67.5	75.1	195	84.6 6.5 6.5	3.8 76.7	3-0 82-5 0-5
Inot answered Total	4256	0.001	100.0	100.0	100-0	100.0	100.0	1000	100.0	100-0
							_			

^{*}Includes fourteen trainees who did not give their age.

TABLE 53
Number of jobs done by trainees since leaving GTC (question 42)
(by training trade, date of birth and physical condition of trainee)

				Training Trade	de	П	Date of Birth		Phy	Physical condition
	Ą	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	and before	Able- bodied	Dis- abled
All trainees (base for percentages)		4256*	1693	1624	939	2471	1083	889	3562	694
Total number of jobs	Vo	%	%	%	%	%	%	%	%	%
None	901	21.2	0.11	29.6	23.3	18.0	0.3	29:4	001	32.1
Two Three Four or more	837	19.7	10.5	18:3	23.55	1968	700 200 200 200 200 200 200 200 200 200	20.0	13.0	20.3 20.3 20.3
Total	4256	0.001	0.001	1000	100.0	100.0	30.0	100-0	38.3	20-6
Number of jobs in trade None	249	5.9	2.1	8.6	7.9	4.1	0.7	10.01	0.9	
One	1541	36.2	20.8	46.6 25.6	28:5	32.1	38.8	246.5	33.6	48.1
Three Four or more	820	14:3	35.3	10.9 8.3	9.5	23.3	15.8	180	214.8	12.0
Total	4256	100.0	100.0	0.5	100-0	1 001	1 000	0.4	0.1	0.1
Number of Jobs NOT in trade None	2428	57.0	64.5	53.4	40.0	57.4	9	200	0.001	0.001
One	956 455	10.7	19:2 8:9	25.4	23.3	21.2	21.7	27.8	21.5	26-8 10-3
Three Four or more Not answered	190	6.5.	3.6 4.0	65.5	9.9	5:3	3.00	4.5	4.5	346
7-1-1	0	1.000	1	7.0	1	i	1	4:0	0.1	0.1
Total	4730	100.0	0-001	0.001	0.001	0.001	0.001	0.001	0.001	100.0

*Includes fourteen trainees who did not give their age.

TABLE 54
Employment history since leaving GTC (questions 42, 45)
(by training trade, date of birth and physical condition of trainee)

	2	(a) minus of many many minus of minus o	mes auro	d num mun			(
			E	Training Trade	9	۵	Date of Birth		Physical	ical
,	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainces	425	4256*	1693	1624	939	2471	1083	889	3562	694
(base for percentages)	No.	%	%	%	%	%	%	%	%	%
Have never worked OUTSIDE trade Have never worked IN trade	2418	56.8	2:1	53.1	49.5	57-3	57.5	53.8 9.3	57.4	54·0 8·5
Have worked both in and out of trade Have never worked at all	1586	37.3	33.4	38.2	42.6	38.5	35.5	35.8	37.5	36.4
Total	4256	100.0	0.001	100.0	100.0	100.0	100.0	100.0	100.0	100.0
All jobs done by trainees (base for percentages)	140	14057†	7172	4228	2657	8972	3310	1752	12293	1764
Jobs which were: In training trade, full status In training trade, not full status Not in training trade	8510 1304 3549	60·5 9·3 25·2	65.6 10.2 16.3	56-7 7-6 33-6	52.6 9.5 36.1	60-9 9-3 24-1	60.3 9.8 25.8	58.6 8.4 29.4	61-2 9-2 24-3	55.8 9.3 30.7
Not known wnetner in training trade	694	5.1	8-0	2.1	1.7	5.7	4.1	3.7	5-3	4.1
Total	14057	100.0	100.0	100.0	100-0	100.0	100-0	100.0	100.0	100-0

*Includes fourteen trainces who did not give their age.
†Includes twenty-three jobs held by fourteen trainces who did not give their age.

TABLE 54—continued

			Т	Training Trade	de	-	Date of birth		Phy	Physical condition
	To	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis-
All jobs done by trainees (base for percentages)	140	14057*	7172	4228	2657	8972	3310	1752	12293	1764
Average number of jobs:	No.	%	%	%	%	%	%	%	%	%
In training trade, full status In training trade, not full status Not in training trade Not known whether in training	8510 1304 3549	2.00 0.31 0.83	2.78 0.43 0.69	2.59 0.20 0.88	1.49	2:21 0:34 0:88	1.84 0.30 0.79	1-49 0-21 0-75	2·11 0·32 0·84	1.45 0.25 0.78
trade	694	0.17	0.34	90-0	0.02	0.21	0.12	6.0	0.18	0.10
In total	14057	3.31	4.24	2.61	2.83	3.63	3.06	2.55	3-45	2.58
*Includes twenty-three jobs held by fourteen trainces who did not give their age.	y fourteen tr	ainces who	did not give	their age.						

TABLE 55
Employment history since leaving GTC (questions 42 & 45)
(by choice of trade and educational level)

Educational level*	Average	3239	57:1 5.6	37.0 0.2 0.1	100.0	10735	24:5 5:4:5	100.0	No. 2:36 0:81 0:14	3.32
Education	Above	1017	5.8 5.8	38.1	0.001	3270	26.5 26.5 26.5	0.001	No. 0.85 0.08 0.08	3.22
	None in mind	434	\$6.7 8·1	9.04	100.0	1103	63.7 34.5 1.7	100.0	N.0.0 0.088 0.048	2.54
Training trade	Other	282	36.9 9.6	52.5 0.7 0.3	100.0	952	57:1 40:3 2:5	100.0	No. 1-94 0-09	3.39
Trainir	Second	654	50.5 7.5	9.5	100-0	2106	29.6 3.8 3.8	100.0	No. 2:14 0:95 0:12	3.22
	First	2886	%19 4.4	34·3 0·1 0·1	100.0	9844	21.4 5.4 5.4	100.0	No. 2.53 0.73 0.15	3.41
	Total	4256	No. 2418 56.8 239 5.6	1586 37·3 10 0·2 3 0·1	4256 100.0	14005†	No. 9814 70·1 3497 25·0 694 5·0	14005 100.0	No. 2:31 0:83 0:17	3.31
		All trainees (base for percentages)	Trainees who: Have never worked OUTSIDE trade Have never worked IN trade Have worked have horb in and out of	trade Have never worked Not answered	Total	All jobs done by trainees	Jobs which were: In training trade NOT in training trade Not known whether in training trade	Total	Average number of Jobs: In training trade NOT in training trade Not known whether in training trade	Total

For this purpose "above average" includes all those who had passed an examination at any time of C.S.E. level or above, together with those who had retarded a shool of higher level mas econdary modern or its equivalent.

Fix.ducis. 22, Jobs where there was includeduce information.

TABLE 56

Summarised employment history of trainees from different training centres (questions 42 & 45)

	All trainees 100%	% who had never worked in trade	Average number of jobs (all kinds)	% of all jobs which were in trade, full status	% of all jobs which were in trade, not full status
Billingham Bilackburn Birmingham Blackburn Bristol Cardiff Dumbartine Dumbartine Enfeld Southampton Turndale Waddon	184 103 214 218 218 108 137 315 137 315 139 129 120 120 120 120 120 120 120 120 120 120	8.7 2.9 1.70 4.6 8.7 6.8 7.7 2.5 6.4 9.8 9.5 2.7 2.7 2.7 1.6 0.8 1.7 2.7 2.7 1.6 1.6 1.7 1.7 1.6 1.7 1.7 1.7 1.7 1.7 1.7 1.7 1.7 1.7 1.7	3 -62 3 -63 3 -33 3 -90 3 -62 3 -78 3 -14 3 -36 3 -36 3 -36 4 -2 -46 2 -2 -81 3 -38 3 -39 3 -59 3 -59 3 -59 4 -79 3 -61 3 -63 3 -	59:3 61:5 54:1 59:6 53:2 63:5 53:6 63:5 53:6 69:8 55:6 69:8 55:6 64:7 60:1 63:4 63:4 54:4 56:4 56:1 66:1 66:1 66:1 66:1	60 999 10:3 19:4 9:1 9:1 9:2 11:2 16:0 18:3 4:4 9:0 11:0 4:8 9:0 11:0 11:0 11:0 11:0 11:0 11:0 11:0
All centres	4256	5-6	3-31	60.5	9.3

TABLE 57
Whether in training trade at commencement of job (question 45)

		9,	% of jobs known to be in training trade	be in training trad		
	FIR	FIRST	PRESENT	ENT	ALL	». T
	Full	Not full status	Full	Not full status	Full	Not full status
Training trade						
Construction Engineering Miscellaneous	68·6 72·4 68·7	26.6 13.6 20.0	65·1 54·5 50·7	6.5.5	65.6 56.7 52.6	10.2 7.6 9.5
Date of birth of trainee						
1936 or later 1926–1935 1926 or earlier	70·3 68·5 71·8	21·8 20·1 14·6	59-9 57-5 80-8	6.25	60.9 60.3 58.6	9 9 8 6 8 4
Physical condition of trainee						
Able-bodied Disabled	70.5	20.7	58.6 54.5	6.3	61-2 55-8	9.5
Total	70-0	20.2	57-9	6.2	5.09	9.3

TABLE 58—FIRST JOB

Whether first job was in training trade at commencement (question 45)

(by training trade, date of birth and physical condition of trainee)

*Excludes thirteen trainees who find not worked since leaving G.T.C. This note is omitted from subsequent tables relating to "first job". Includes fourteen trainees who did not give their age.

TABLE 59—ALL JOBS
Whether job was in training trade or not at commencement (question 45)
(by training trade, date of birth and obvised condition of trainee)

		(of transmiss trace) take of their and physical condition of transfer	1		mysical cond	10 101	(00)	The same of the sa		
									Dhy	lejeal
			T	Training Trade	le	I	Date of birth	_	cond	condition
	T ₂	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	and before	Able- bodied	Dis- abled
All jobs	140	14057*	7172	4228	2657	8972	3310	1752	12293	1764
(case for benefittinges)	No.	%	%	%	%	%	%	%	%	%
Job was:										
In training trade	8510	\$ 60.5	65.6	26.7	52.6	6.09	60.3	58.6	61.2	55.8
Not in trade	3549	25.5	16.3	33.6	36-1	24:1	25.8	29.4	24.3	30-7
training trade	712	5.1	0.8	2.1	1.7	5.7	4.1	3.7	5.3	4.1
Total	14057	100.0	100.0	100.0	0.001	100.0	100-0	100.0	100.0	100-0

*Includes 23 jobs relating to fourteen trainees who did not give their age.

TABLE 60—PRESENT JOB
Whether present job was in training trade at commencement (question 45)
(by training trade, date of birth and physical condition of trainee)

			T	Training Trade	de		Date of birth		Phy	Physical condition
	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous	or late	1926 to 1935	and before	Able- bodied	Dis- abled
All present jobs	391	3916*†	1556	1502	828	2335	886	879	3311	909
ob was:	No.	%	%	%	%	%	%	%	%	%
In training trade In training trade but not full	2266	6.75	65-1	54.5	50.7	6-65	57.5	8.09	9.89	54.5
status NOT in training trade Not known whether in	241 1399	35.7	28.6	38.7	43.5	34.0	35.3	6.5	34.9	39.8
training trade	10	0.3	4.0	0.2	0.1	0.4	an and an	1	0.2	9.0
Total	3916	0.001	100.0	100.0	100-0	100.0	100.0	100.0	100.0	100-0

*This figure excludes trainess who were unemployed at the time of the interview and applies to subsequent tables relating to present job. Includes fourteen trainess who did not give their age.

TABLE 61
Whether in training trade at commencement of job (question 45)

		% of jol train	bs at each or ning trade at	entre known commencer	to be in	
	FIR		PRES			LL bs
	Full status	Not full status	Full status	Not full status	Full status	Not full status
Billingham Bilmingham Blackburn Blac	66·3 81·6 63·7 71·3 77·5 68·2 75·8 90·6 75·9 75·9 75·9 75·9 75·9 72·1 63·1 70·0 54·8 72·7 70·3 70·3 70·3 70·3 70·3 70·3 70·3 70	13-6 12-6 29-6 20-4 13-7 21-7 21-7 21-7 15-4 12-3 10-8 14-8 22-1 22-3 22-3 22-3 22-3 22-3 22-3 22-3	43-2 57-0 60-8 56-8 57-8 44-4 45-8 59-7 59-7 60-5 59-0 69-5 69-6 69-6 69-6 69-6 69-6 69-6 69-6	5-9 5-9 5-9 5-9 5-9 5-1-7 9-1-7 9-1-8-1 9-1-8-1 9-1-8-1 9-1-8-1 9-1-8-1 9-1-8-1 9-1-7 1-9-1-8-1 9-1-7 9-1-7 1-9-1-8-1 9-1-7 1-9-1-8-1 1-	59-3 61-5 53-2 53-6 65-2 53-6 60-5 53-6 60-7 60-1 51-8 65-4 60-7 45-2 60-7 45-2 60-7 45-2 60-7 45-2 60-7 60-7 60-7 60-7 60-7 60-7 60-7 60-7	6·0 9·9 10·3 11·4 9·1 6·4 11·2 6·0 18·3 4·4 7·0 6·6 11·0 11·5 9·9 9·9 10·0 13·8 6·1 12·7 6·7 13·8 6·7 12·9 13·9 13·8 6·7 13·9 13
All centres	70-0	20-2	57-9	6.2	60-5	9-3

Whether job was in training trade or not at commencement (question 45) TABLE 62a-ALL JOBS

						(by job	(by job number)		r)	(CH 110)				
								Jobr	Job number					
	Ĥ	Total	First	Second	Third	Fourth	Fifth	Sixth	Seventh	Eighth	Ninth	Tenth	Eleventh Twelfth	Twelf
All Jobs (base for	14	14057	4243	3339	2330	1488	937	109	386		172	13		782
Percentages)	No.	%	%	%	%	%	%	%	%	%	%	%	%	%
In training trade	8510	60.5	90.0	2.13	7.95	5.5	i							
In training trade,			2	<i>‡</i>	7.00	5.4.3	74.1	6-15	47.9	48.6	45.4	43.5	1.44	71.8
Not in training	1304	9.3	20.2	6-9	4.4	2.7	3:1	5.8	3.1	2:4	3.5	2.3	1	13
trade Not known	3549	25.2	5-6	29.4	35.6	37.2	34.2	31.6	29.8	23-5	18.6	1.61	17.6	24.4
training trade	694	5.0	0.3	2.5	3.3	5.8	9-8	13.6	19.2	25.5	35.5	35-1	38-2	5.6
Total	14057	0.001	0.001	0.001	100-0	100-0	100.0	100-0	100.0	0.001	0.001	100.0	100.0	0.001
Subsequently full status	166	1.5	2:1	Ξ	8:0	0.5	9.0	8-0	0.3	4.0	1.2	1	1	1
	-	-		-										

TABLE 62b—PRESENT JOB

Whether job was in training trade or not at commencement (question 45)
(by job number)

	Eleventh Twelfth	21 67	% %		9-17 6-19	1	38-1 25-4	3.0	0.001 0.001	1
	Tenth E	25	%		0.49	8.0	28.0	1	100-0	1
	Ninth	37	%		9-19	2.7	7-62	1	100-0	1
	Eighth	73	%		58.9	4-1	37-0	1	100-0	1.4
Job number	Seventh	121	%		9-6	2.5	47.9	1.0	100-0	8.0
Job m	Sixth	195	%		52.8	2.1	1.4	0-3	100.0	0.1
	Fifth	307	%		51.1	3.9	44.6	ı	100.0	1:3
	Fourth	909	%		52.2	1.4	46.4	0.1	100.0	8:0
	Third	877	%		50.5	3.6	45.8	0.2	100-0	6-0
	Second	953	%		57.0	3.9	38.9	0.5	100-0	1:5
	First	833	%		72.2	17.3	10-3	0.5	100.0	4.7
	Total	3916	%		57.9	6.5	35.7	0.3	0.001	1·8
	To	39	No.		2266	241	1399	10	3916	72
		All present jobs	percentages)	Job was:	In training trade	not full status	trade Not known	whether in training trade	Total	(Subsequently full status)

TABLE 62c—ALL JOBS

Whether job was in training trade or not at commencement (question 45)
(by job number)

		Eleventh Twelfth	76	%			73-7	1:3	25.0	100-0	1	
			63	%			71.4	1	28.6	100-0	1	
		Tenth	88	%			67-1	3.5	29.4	100.0	1	
		Ninth	Ξ	%			65.8	5.4	28.8	100.0	1.8	
		Eighth	190	%			65.3	3.2	31.6	100-0	0.5	
	Job number	Seventh	312	%			59.3	3.8	36-9	100-0	0.3	-
	Job n	Sixth	519	%			1-09	3.3	36.6	100.0	1.0	
(a) Jon manoer)		Fifth	856	%			59.5	3.4	37.4	0.001	7.0	
not for		Fourth	1402	%			92.6	5.9	39.5	100.0	6.5	
		Third	2222	%			98.6	4.5	36.9	100-0	8:0	
ĺ		Second	3265	%			8.79	7.1	30.1	0.001	1.2	
		First	4232	%		0	7.0/	20.2	9.5	100.0	2.1	
		Total	13363	%				8.6	26.6	100.0	1.2	
		Ţ	133	No.		0610		1304	3549	13363	166	
	All jobs for which	information was obtained	(base for		.Job was:	In training tends	In training trade,	Not in training	trade	Total	(subsequently full status)	

TABLE 63—FIRST JOB; ALL JOBS; PRESENT JOB Traince's assessment (question 48) and office assessment (question 45) of status of job (at finish)*

(by training trade)

			Т	raining trac	le
	То	tal	Con- struction	Engin- eering	Miscel- laneous
ALL FIRST jobs	42	43	1692	1616	935
(base for percentages)	No.	%	%	%	%
Trainee and office agree: IN trade NOT in trade	3364 333	79·3 7·8	85·9 4·2	70·5 11·1	82·5 8·9
Trainee thinks IN, office NOT in trade	243	5-7	4-5	8.2	3.6
Trainee thinks NOT, office IN trade Others	128 175	3·0 4·1	2·1 3·3	4·5 5·7	2·1 2·9
Total	4243	100-0	100-0	100-0	100-0
ALL jobs	140)57	7172	4228	2657
(base for percentages)	No.	%	%	%	%
Trainee and office agree: IN trade NOT in trade	8850 3141	62·9 22·3	69·8 14·6	54·3 29·3	57·9 32·1
Trainee thinks IN, office NOT in trade	584	4.1	3.0	6.6	3.2
Trainee thinks NOT, office IN trade Others	292 1208	2·1 8·6	1·7 10·9	3·1 6·7	1·4 5·4
Total	14057	100-0	100.0	100-0	100-0
ALL present jobs	3	916	1556	1502	858
(base for percentages)	No.	%	%	%	%
Trainee and office agree: IN trade NOT in trade	2212 1218	56·5 31·1	65·3 25·6	50·1 32·9	51·6 38·0
Trainee thinks IN, office NOT in trade	222	5.7	4.0	8.4	3.8
Trainee thinks NOT, office IN trade Others	57 207	1·5 5·3	1·1 4·0	1·9 6·7	1·3 5·2
Total	3916	100-0	100-0	100-0	100-0

^{*&}quot;In trade" includes those in trade but without full status.

If yes: "Would you say that in this job you used the skills you learned to the full; did not use them to the full; Questions 48 & 48a: "Would you say this job was in the trade you were trained in?" developed them beyond what you learned at the training centre?" TABLE 64-FIRST JOB: ALL JOBS: PRESENT JOB

		de	Miscel- laneous	858	% 1 4%	8.3	59.2	39-9	100.0
	PRESENT JOB	Training trade	Engin- eering	1502	37.7	13-7	65.9	35.7 1.4	100.0
	PRESE	T	Con- struc- tion	1556	43.3 19.6	6-8	71.8	26-9	0.001
			Total	3916	% 40·7 14·3	10-6	9-59	33-1	100.0
;		de	Miscel- laneous	2657	35.9 14.4	13-1	63-4	34.0	100-0
	ALL JOBS	Training trade	Engin- cering	4228	30.4 14.4	0.61	63-8	32.9	100-0
	ALL	Ţ.	Con- struc- tion	7172	36.3	15.2	74-4	16.4	0.001
(by training trade)			Total	14057	34.4 18.7	15.9	0.69	24.7	100.0
(by trai		de	Miscel- laneous	935	% 46.6 19.4	21.0	87-0	11.2	100.0
	FIRST JOB	Training trade	Engin- eering	1616	38.9 16.2	27.5	82.6	16.2	100-0
	FIRS	T	Con- struc- tion	1692	42.6 21.5	28.5	95.6	6.4	100.0
			Total	4243	42.0 19.0	26-4	87-4	11:2	0.001
				Jobs in each category (base for percentages)	In trade, developed skills further In trade, used skills to the full In trade, did not use skills to the	full	Total thinking IN trade	NOT in trade Not stated	Total

TABLE 65c.—FIRST SAMPLE.
Employment situation of traines at specific dates (devired from questions 45, 58, 59)
(by training trade, date of birth and physical condition of traines)

	Physical	lition		abled	196	%	58.7	13:3	10.2		58-7	24-0	8-7	2	90.0	33.0	11:2	1.5		46.9	22.0	27.0		
	Phy	conc	4.515	bodied	1041	%	65.6	8.7	5:3		63.3	999	4.1	2.0	59-4	3.50	7 2	1.6		29.6	0.00	29.1		
		,	1925	before	206	%	64.6	12:1	10.2		61.2	4.5 5.8	10.2	0.5	99.8	525	987	0.5		54.9	4.7	31.1	0 11	
		Date of birth	1926	1935	324	%	54.5	10.8	5.5		65-4	9.90	3.7	1-9	58-3	6.2	28.1	1.5		53.7	6.2	29.9	7.01	
		I	1936	or later	902	%	64.6	P 17	5.5		8-19	5.55	90	2.4	57-9	5-9	28.5	5.0		60-1	4.8	30.6	6.4	
				Miscel- laneous	366	%	90.5	50.3	5.0	0.0	57.5	0.6	4.5	ы	80.8	0.9	35.0	ΞΞ		48.5	5-3	39.5	/.9	
		Fraining Trade		Engin- eering	471	%	6-02	8	5.5	2	62.5	4.	44	1.7	56.9	4.7	31.2	- E-		54.8	3.6	33-3	e:30	
- com tons		T	Con-	struc- tion	200	%	9.09	26.2	195	#	9-59	œ.	2.4.5	5-6	9-69	9.0	22-2	7-0		65-0	2.6	23-0	6.4	
- G				<u>=</u>	7*	%	64.5	18-7	0.0	1.3	9.29	9.5	4.9	1.9	67.5	5.4	28-4	6-7		27.6	4.8	30.5	7-1	
3				Total	1237*	No.	798	231	72	10	774	118	197	25	716	22/	351	83	3	712	29	377	68	
					All trainees	(base for percentages)	1 Jan 66 In training trade	In trade, not full status	Not in employment	Not stated	1 Jan 67 In training trade	In trade, not full status	Not in training trade	Not stated	1 Jan 68	In trade not full status	Not in training trade	Not in employment	Not stated	Interview (July 68)	In trade not full status	Not in training trade	Not in employment	

*Includes one trainee who did not give his age.

TABLE 65b—SECOND SAMPLE

Employment situation of trainees at specific dates (derived from questions 45, 58, 59) (by training trade, date of birth and physical condition)

Andrew Communication of the Co										
				Training Trade	de		Date of birth	,q	Phy	Physical
	Total	la	Con- struc- tion	Engin- eering	Miscel- laneous	or later	1926 to 1935	1925 and	Able-	Dis-
All trainees (base for percentages)	*6108	**	1193	1153	673	1765	759	482	Dainog	abled
1 July 66	No.	%	%	%	%	%	%	%	70	/0
In training trade In trade, not full status	1987	65-8	6.99	0.99	63.6	0.19	65-0	63:3	, ,99	0 5
Not in training trade	412	13.6	0.6.8 0.0.8	16.8	14:1	16.5	14.4	0.0	12.8	9.11
Not stated	8.8	3:3	3.5	4.2 1.1	4. 5.		100	5.4	25.0	7.6
1 July 67						4.7	1.7	6.1	2.0	3.0
In training trade In trade, not full status	1712	56.7	62.5	53-7	51.6	88.8	57.2	49.2	57.2	\$4.9
Not in training trade	788	26-1	18.2	31-1	31.5	25.3	24.4	30.0	26.4	4.66
Not stated	117	3.00	6.5	2.3	5:1	3.0	9.5	10.6	1000	11.0
1 July 68 In training trade	1580	5.5	613						6.6	3.6
In trade, not full status	142	4.7	5.4.8	46.1	47.1	55.9	51.6	6.04	53.6	46.7
Not in training trade	994	32.9	24.6	38.4	38.3	3.55	50.3	3.9	÷.	4.4
Not stated	103	3.6	9.50	4:5	5.0	3.7	900	15.6	9333	30-5 15-4
interview (July 69)				:		2.4	5:7	2:7	3.5	3.0
In training trade	1523	50.4	57.9	44.9	46.7	54.8	50.3	35.1	5	
Not in training trade	9	0.00	5.8	4.4	3.0	5.0	1.4	3.5	2.5	43.9
Not in employment	248	37.8	30.5	43.5	41.5	36-4	36.9	44.0	37.4	39.9
Not stated	-	0.1.0	0.1	7 1	7.1	% c	0.00	17.6	7.3	13-2
Charles of the state of the sta								ı	0-0	1

*Includes thirteen trainees who did not give their age.

TABLE 66—ALL JOBS
Date of starting job (question 46)
(by job number)

Job number	t 2nd 3rd 4th 5th 6th 7th	13 3339 2330 1488 937 601 386	% % % % % %	3.4 0.3 0.1 —	13.3 2.9 0.6	18.7 6.6 2.1 0.4	15-2 11-2 6-4 2-2 0-8	9.7 9.5 6.8 3.4 1.8	0.5 0.6 0.3 0.1 -	8.5 11.2 8.8 8.4 3.8	7.5 10.5 10.4 9.2 7.2	4.6 8.6 9.5	3.3 6.9 8.1 7.6 7.2	0.3 0.7 0.5 0.1 0.2	3.4 6.7 10.1 11.2 11.3	6.5 8.8 12.1 11.5	2.2 4.5 6.5 6.6 8.2	1.8 3.0 5.8 6.8 7.8	- 0.3 0.2 0.5 0.2	1.2 3.8 4.9 7.6 9.2	1.8 3.4 4.9 6.8	0.1	0.8 0.9 0.6 1.3	1 1 1 1 1 1	0.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0	
	Total	14057 4243	% .ov	4.6	14.0	16.1	957 6-8 1-5	2.0	0.3	5.7	8.50	667 4.7 0.	4.0		8.4	4.7	3.5			3.3	2.5	0.0	0.5		14057 100-0 100-0	
		- All jobs	(base for percentages)	Date of starting	Fourth quarter 1905	First quarter 1966	Third quarter 1966	Fourth quarter 1966	1966 cannot remember when	Eight quarter 1967	FIRST quarter 1907	Second quarter 1967	Luira quarter 1967	Fourth quarter 1907	196/—cannot remember when	First quarter 1900	Second quarter 1900	Inira quarter 1900	Fourth quarter 1700	Elect counter 1960	Second quarter 1969	Total than second disarter 1969	Con't remember wear	Not answered	Total	

0.0 = less than 0.05%

TABLE 67—PRESENT JOB
Date of starting present job (question 46)
(by job number)

1	13	17	6	۶۹	1.1	1	1	Į	ı	2	Š	3.0	1	9.0	9.0	000	1	19.4	١٩	5.8	0.001
	1144	;	17	0	1.1	1	ı	ı	1	1	ı	1	1	200	0.0	8.00	-	23.3	_	1	0.001
	101	30	3 5	0	1.1	J	ļ	ı	1 1	1	4.0	1	1:	9 4 9 6	000	4.0	١٥	36.0	1	ı	10001
	Orb	3.7	àà		1.1	I	15	,	ı	J	2.7	ı	1 0		10.8	24.3	15	27.8	1	1	
	Sch	12	6 6	۹	П	J	ı	1 1	1	5.5	5.5	2.7	1 5	, v.	11.0	12.3	157	26.0	1	5	0.00
Job number	7rh	121	6	?	П	I	ة خ	3	2.5	8.0	6.	5:5	1 6	6.6	6.6	7.4	1,5	33.9	ı	ı	0.00
Jobn	6th	195	%	?	0.5	000	9 6	1	0.5	5.1	910		6	16.4	6.5	9.5	15.0	16.9	0.5	7.1	0.001 0.001 0.001
	Sth	307	98	2	11	5-	0.7	1	4.6	5.9	200	, 1	15.6	13.7	8.9	, ,	16.0	15.0	6		100-01
	4th	206	%		6.	7 4	3.5	0.4	5.4	5.		:	11:3	13.6	0.0	÷ 1	10.5	9.5	77.0	4	0-001
	3rd	778	%	0.3	22.	0.4	4.5	0.3	9,0	0,0		9.0	10.4	10-9	200	0	6.8	5.1	200		0.001
	2nd	953	%	3.6	10.5	9.7	8.5	÷	2.9	1.4	Š	0.3	9.9	9.0		1	3.1	5.9	0.5	1	0.00
	lst	833	%	30.3	30.0	1.7	0.4	÷	3 6	5 6	5	1	0.5	-	33	5 1	1	Į	0.7		
Patrol	orai	3916	%		9:2				5.0			0.5	7.5	8.7	2.9	0	2.9		0.4	I	3916 100-0 100-0
-	_	3	Š.	279	362	162	140	000	333	215	188	6	293	326	219	2	300	317	17	100	3916
		ALL PRESENT jobs (base for Dercontages)	Date of starting	Fourth quarter 1965	Second quarter 1966	Inite quarter 1966	1966—cannot remember when	First quarter 1967	Second quarter 1967	Third quarter 1967	Fourth quarter 1967	First quarter 1969	Second quarter 1968	Third quarter 1968	Fourth quarter 1968	First outstand remember when	Second quarter 1969	Later than second quarter 1969	Can't remember year	1-1-1	Total

TABLE 68a—FIRST JOB—FIRST SAMPLE
Date of leaving first job (question 58)
(by date of starting)

					Date of starting	starting		
	707	E .	September 1965	October 1965	November 1965	December 1965	1965 month not known	1966 or later
FIRST jobs EXCEPT where present jobs	010	0.	180	243	299	149	25	74
(base for percentages)	No.	%	%	%	%	%	%	%
Fourth quarter 1965	176	18·1	19.4	28-4	17:1	2.9	44.0	1
First quarter 1966 Second quarter 1966 Third quarter 1966 Fourth quarter 1966	257 146 91 88	26:5 9:4 9:1	23:3 15:0 9:5 9:5	22:2 13:6 6:6 11:1	29.8 113.7 8.7	36.9 18.8 10.7	947 940 940 940	21.6 10.8 9.5
1966—cannot remember when	3.0	0.5	31	1	0.7	1	12.0	1
First quarter 1967 Second quarter 1967 Third quarter 1967 Fourth quarter 1967 Fourth quarter 1967	841.82	8.5.5.5.1 6.2.5.5.1	3.3 3.3	6.44.9 1.24.1 1.88	2:7 2:7	0.5.0 0.5.4 1.7.0 1.4.7	4 % 4 0 0 0	12.2 12.2 5.4 1.3
First quarter 1968 After first quarter 1968 1968—cannot remember when	25 1	2.6 0.1	1:7	3.3	2.0 2.7 0.3	3.4	0.44	2:7
Total	970	100.0	100-0	100.0	100-0	100-0	0.001	100.0

TABLE 68b—FTRST JOB—SECOND SAMPLE
Date of leaving first job (question 58)
(0y date of starting)

	1	1 -	1	1																	
		1967 to 1969	10	No.		1	18	ΞI	11	1	6	8	3	1	88	33		Ξ	1	ıΞ	100-0
		Aug- Oct 1966	32	%		1	3:1	3.1	1.97	18.7	I	4 -		÷	2.5	9.4	П	1	1	1 4	100-0
		July 1966	25	%		1 1	1	36-0	32.0	8.0	œ.		1	4.0	11	1	۱÷	1	ı	6.4	100-0
		June 1966	270	%	1	1 1	10-0	30-7	0.49	10.7	9.0	9.0	3 1	9.0	2:5	3-0	0.7	0.7	1	0.7	100.0
	Date of starting	May 1966	400	%	ı	1	20.5	21.5	0.5	0.6	9,0	. 4	0.7	3.0	1.7	3.0	1 ::	1.7	1	÷ 1	100.0
	Date of	April 1966	472	%	1	ı	25.4	19.5	3 1	2.0	200	6.9	1	ю. ф.	5.3	3.0	1.6	Ξ		1.0	0.001
		March 1966	380	%	1	7-1	58.9	 8.7.	0.3	7.6	# v.	5.0	0.3	3.5	2.6	Ξ	%		<u> </u>	6-0	100.0
and the or stating		Feb. 1966	349	%	1	20:3	21.8	13:3	0.3	9.9	0.7	5.0	0.3	3.7	5-9	2.3	1:1	6.0	1 1	1.7	100.0
(a) date		Jan. 1966	416	%	1	26.0	19.7	7.9	0.	9.4) 4°	3.1	L	27 -	2.5	1.7	4	1.5	1	1-7	100.0
		Any time in 1965	80	%	3.7	22.5	12.5	15.0	T	12:5	2.5	2.5	ľ	1.5	3.7		1	П	1 1	1:5	100.0
	Total		2440	%	0.1	9.5	50.0	11.6	9.0	3.5	5.5	3.5		4 %	5.4	2:3	4.		3 !	1.3	0.001
			2	No.	3	225	200	283	25	261	126	82	- 3	2 %	29	27	25	9-	0	34	2440
			FIRST Jobs EXCEPT where present Jobs	(base for percentages) Date of leaving	Fourth quarter of 1965	First quarter of 1966	Third quarter of 1966	Fourth quarter of 1966	1966—cannot remember when	Second quarter 1967	Third quarter 1967	Fourth quarter 1967	First cupartor 1969	Second quarter 1968	Third quarter 1968	1968—cannot remember when	First quarter 1969	Third and fourth quarters 1969	1969—cannot remember when	Cannot remember at all	Total

Figures in brackets denote number where base is less than 15.

TABLE 69—ALL JOBS
Date of leaving all jobs (question 58)
(by date of starting)

1	Can't re- mem- ber year	25	98		111	1.6	3:1	14-1	1.6	4.7	3:1	ا څ	9-1	15	1000	
	Later than 2nd quar- ter 1969	7	Ņ.		111	11	11	118	1	11	П	18	1	11	100-0	
	2nd quar- ter 1969	357	%		115	11	11	Ш	1	П	П	9.3	10.4	11	100-0	
	1st quar- ter 1969	462	%		Ш	11	11	111	ı	П	П	15	16.9	11	100-0	
	1968 can't re- mem- ber when	61	36		111	111	1.13	311	15	50.5	15:8	5:3	I	11	100-0	
	4th quar- ter 1968	432	%		111	Ш	П	Ш	18	50	12:7	25-0	2	П	100.0	
П	3rd quar- ter 1968	492	%		Ш	Ш	П	Ш	18	100	21.7	100	5.9	0.5	100-0	1
H	2nd quar- ter 1968	899	%		Ш	111	11	115	1	13.6	9.6	0.3	40	<u>5</u>]	0-001	1
Ш	lst quar- ter 1968	681	%		П	Ш	11	Ш	T,	21:1	9.9	0.3	5-6	П	100-0	
tarting	1967 can't re- mem- ber when	40	èę		11	111	11	25.5	37-5	7.5	15.	5:5	1	15	100.0	
Date of starting	4th quar- ter 1967	556	%		П	121	18	13.5	I å	14.9	8.1	0.5	5-0	11	0-001	1
Ω	3rd quar- ter 1967	299	%		11	Ш	11	255 255 255 255 255 255 255 255 255 255	0.3	6-7	3.5	15	1.5	11	0.001	
	2nd quar- ter 1967	813	96		11	115	П	22.8	0.1	990	1.6	0-1	Ξ	0.5	100.0	
	lst quar- ter 1967	798	%		11	131	13:8	25.0 26.0 66.0	0-3	966	24	0-1	8.0	15	0-001	
	1966 can't re- mem- ber when	43	96		118	: 12	18-6	0.45 0.75	25-6	31	П	11	I	1.4	0.001	
	4th quar- ter 1966	402	%		158	515	23-1	7.6	0.1	96.	2:10	1-	0.4	1.0	100.0	
	3rd quar- ter 1966	957	36		11	15:8	13.9	27.5	0.3	0.64	13	5.0	.0	15	100-0	
	2nd quar- ter 1966	2261	%		115	189	0.3	3.95	0.3	22.	2.5	15	0.8	0.3	100-0	
	lst quar- ter 1966	1965	%		144	7:38	9.9	23.0	0.1	1.5	ΞΞ	18	9.0	0.0	100-0	
	4th quar- ter 1965	1317	96		20-9	2 2 4	0.5	222	13	25.0	ê I	0 1	1	11	100.0	1
Г	-	22	30		÷.	8.00	5.5	0 v 4	0-3	4 4 6 iči	3-1	0.1	2.5	0.0		
	Total	14057	No.		187 570	976 822	34	782	4	538		17	311	£ 69	14057 100-0	
		ALL jobs	(pase 10f percentages)	Date of leaving	Fourth quarter 1965 First quarter 1966	Third quarter 1966 Fourth quarter 1966	1966—can't remember when First quarter 1967	Second quarter 1967 Third quarter 1967 Fourth quarter 1967	1967—can't remember when	First quarter 1968 Second quarter 1968	Third quarter 1968 Fourth quarter 1968	remember when	Second quarter 1969	quarter 1969 Can't remember year	Total	

Percentages add up to less than 100-0 because some jobs were present jobs and insufficient information was obtained for other jobs. Figures in brackets denote numbers where base is less than 15. Note:

TABLE 70
Length of time taken to find job after leaving training centre (questions 38 & 38a,)
(by training trade, date of birth and physical condition of trainee)

						- 0				
			L	Training Trade	de	L	Date of Birth		Phy	Physical condition
	Total	-	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis-
All trainees (base for percentages)	4256*	*	1693	1624	939	2471	1083	889	3562	694
When job was obtained:	No.	%	%	%	%	%	%	%	%	%
Immediately	3194	75-0	8-9/	72.9	75.6	77.3	72-4	71.5	78-2	68:3
Within two weeks	309	7.3	7-1	7.8	6.5	2-9	6.8	8-9	7:4	7:2
Within four weeks	148	3.5	3.5	3.4	3.6	3.2	3.8	4-1	3.4	1.4
Within six weeks	88	2:1	1.5	2.5	2.3	1.5	2.6	3-3	2.1	2:1
Within eight weeks	46	Ξ	7:0	1:1	1.7	6:0	1.5	1.0	6-0	2:1
Within ten weeks	24	9.0	0-3	1.0	6.0	0.5	4-0	1.0	0.5	Ξ
Within twelve weeks	18	4.0	0.3	0.5	0.5	6.4	0.5	0.3	0-3	Ξ
After twelve weeks	9/	1.8	9.0	2.8	2.2	1.2	1:1	5-0	1.3	4.5
Don't know/not answered	353	8.2	9.5	8-3	6.7	8-3	80	0.2	5.9	9.5
Total	4256	0.001	100.0	100-0	100.0	100.0	100.0	100-0	100.0	100-0
				-						

*Includes fourteen trainees who did not give their age.

TABLE 71—A1L JOBS EXCEPT PRESENT JOB
Time interval between jobs (question 58 & 46)
(by training trade, date of birth and physical condition of trainee)

1	Physical condition	Dis- abled	1162	%	48.1	38.0	13-9	100-0
	Phy	Able- bodied	2668	%	55-3	31-7	13-0	0.001
		1925 and before	1173	%	46.0	39.0	15.0	100-0
	Date of birth	1926 to 1935	2322	%	54.8	35.0	10.2	0.001
	П	1936 or later	6637	%	58.5	31.6	6.6	0.001
		Miscel- laneous	1158	%	54.8	38.3	6.9	100.0
	Training Trade	Engin- eering	2732	%	58.0	34.4	9.2	0.001
	£	Con- struc- tion	5625	%	55.8	31.0	13-2	0.001
		Total	*65101	%	56-2	33-2	9-01	0.001
,		To	101	No.	5710	3370	1079	10159
			All jobs except present job	(base for percentages) Started next Job:	Immediately	Had a break	Can't remember/not answered	Total

*Includes twenty-seven jobs relating to fourteen trainees who did not give their age.

TABLE 72—ALL JOBS EXCEPT PRESENT JOB
Time interval between jobs (uestions 58 & 46)
(by job number)

					nof for	(a) lon number)							
								Ioh number	,				
							,	on wall					
	To	Total	lst	2nd	3rd	4th	5th	eth	7th	8th	9th	10th	11th
All jobs except present job (base for percentages)	10159	59	3410	2386	1552	982	630	406	265	83	135	106	8
Started next job:	No.	%	%	%	%	%	%	%	%	%	%	%	%
Immediately	5710	56.2	64.9	58.5	52.8	51.8	48-7	44.6	42.6	33-0	34:1	37.7	9.60
Had a break	3370	33-2	32.8	35.7	37.2	33-7	33-2	29-1	25.3	25-3	16.3	5.	18.5
Can't remember/not answered	1079	11.6	2.3	5.8	10.0	14-5	18.1	26.3	32.1	41.7	49.6	47.2	9:15
Total	10159	100.0	0.001	100.0	100.0	100.0	0.001	100.0	100-0	100-0	0.001	100.0	0.001
													-

TABLE 73—ALL JOBS EXCEPT PRESENT JOB Time internal between jobs (questions 58 & 46) (by date of leaving job)

											_	Date of	Date of leaving					I			H	1
		-	1965			1966					1961					1968				1969	68	
	Total		4th quar- ter	1st quar- ter	2nd quar- ter	3rd quar- ter	4th quar- ter	Don't know when	lst quar- ter	2nd quar- ter	3rd quar- ter	quar- ter	Don't know when	1st quar- ter	2nd quar- ter	3rd quar- ter	4th quar- ter	Don't know when	Ist quar- ter	2nd quar- ter	3rd/ 4th quar- ter	Don't know year
Il jobs except present	10159	T.	187	570	877	916	822	34	771	782	702	627	44	645	638	450	439	17	438	311	3	69
nb case for percentages)	No.	32	30	38	96	%	98	3%	%	30	96	96	38	96	%	38	%	%	30	%	%	36
tarted next job	910	599	y e	7.77	68.7	64.0	67.8	68.0	5	64.5	8.3	6.3	45.5	57.8	62:2	57:8	53-3	41.2	<u>*</u>	55-6	9	59.4
Had a break			36.4	34.7	30-9	34.5	40.8	35-3	36.8			43.5	52-3	37-7	32.3	33.6	39-0	29-4	35.4	18-0	- 1	31.9
Can't remember/ not answered	1079	9-11	2-0	9-0	6-0	2.5	7	 	1-9	6:1	2:7	1.6	2.2	4.5	5.5	9.8	8-7	29-4	10.5	26-4	1	8.7
Total	0.001 0.001 65101	0.00		0-001	100-0 100-0	100.0	0.001	0-001	100-0	0.001	0-001	100-0	0-001	0-001	0.001	0.001	100-0	100.0	100.0	0-001	(3)	0.001

Figures in brackets denote numbers where base is less than 15,

TABLE 74
Length of time since last worked (question 41 (b))
(by training trade, date of birth and physical condition of trainee)

			,	Training Trade	de		Date of birth	_	Phy	Physical condition
	Total	lal	Con- struc- tion	Engin- ecring	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis-
All trainces (base for percentages)	4526*	**	1693	1624	939	2471	1083	889	3562	694
How long since last in work	Š.	%	%	%	%	%	%	%	%	%
2 weeks or less	55	1:3	8÷1	0.7	0.7	1-4	1.2	1-1	1:3	1.2
Over 2 weeks 4 weeks	78	2.0	8-0	9-0	0.3	9-0	9-0	1:1	8-0	1 10
Over 4 weeks-6 weeks	41	0.3	0.2	6.4	0.3	0.4	4:0	0.7	0.3	9-0
Over 6 weeks-8 weeks	14	0.3	0.3	0.5	0-3	0.5	0.5	4:0	0.3	0.3
Over 8 weeks-12 weeks	24	9-0	2.0	0.3	0.4	9.0	0.3	1.0	0.5	0.7
Over 12 weeks	200	4.7	3.8	4.1	5.4	2.3	5.8	11.5	3.7	8-6
Cannot remember	S	0.1	1	0.5	0.1	0.1	0-2	0.1	0.1	0-1

*Includes fourteen trainees who did not give their age.

TABLE 75
Average duration in weeks of unemployment (derived from questions 38a and 41b)
(by training trade, date of birth and physical condition of trainee)

									-
								Dhys	leal
		Ē	Training Trade	9	I	Date of birth		condition	tion
	Total	Con- struc- tion	Engin- cering	Miscel- lancous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- ablcd
	No.	No.	No.	No.	No.	No.	No.	No.	No.
Average before obtaining first job (all trainees)	88.0	0.50	1-12	1.02	99-0	0.77	1-67	89-0	1.75
Average length of time since last worked (all unemployed trainees)	10-58	9.31	11-14	12:01	8.64	11-32	12-38	6.83	12.68

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TABLE 76—FIRST JOB
Basic bourly rate at commencement of first jobs (question 53)
(by assessment of job status within training trade)

		Te	Total In trade			Constr	Construction			Trainir	Training trade Engineering	П		Miscell	Miscellaneous	11
			TON	TON		In trade	ade	TON		In trade	ade	EO.		In trade	ade	
	Grand Total	Full	full	in trade	Total	Full	NOT full status	in trade	Total	Fult	NOT full status	Fade Faring	Total	Full	NOT	no trade
All first jobs EXCEPT	4211*	2946	856	398	1891	1153	450	78	1605	1170	219	216	914	623	187	104
(base for percentages)	96	è¢	96	36	9ú	96	90	96	96	300	%	96	%	%	38	96
fourly rate at commencement																
411 or kess 411 or kess 51 - 515 52 - 511 61 - 615 61 - 615 716 - 611 716 -	46446666666666666666666666666666666666	404m0000000000044400-000 4000-000400000000-0000-0	224889778958481848668	@unuscou4	27-28-50-67-69-67-75-69-75-69-75-69-75-75-75-75-75-75-75-75-75-75-75-75-75-	55558645548544446844	25241555851652244 525	2528855485258855555115288	46468666666666666666666666666666666666	8044888747688884899888 886176441861947978	24000000000000000000000000000000000000		EEF 480 52 84 84 85 86 86 86 86 86 86 86 86 86 86 86 86 86	541-8564-5658884455688	5000499774000000000000000000000000000000	008-1089408-108-10-10-10-10-10-10-10-10-10-10-10-10-10-
Total	100.0	0-001	0.001	0.001	0-001	100.0	0.001	0.001	100.0	0-001	100.0	100-0	100-0	0.001	0.001	0-001
Median Mean	8/9	6/11	6/5	9/9	6/9	9/19	9/9 9/9	9/9	01/9	11/9	9/9	6/9	6/4	6/4	-/9 -/9	6/4
									1			-			1	1

*Includes 11 jobs whose status within training trade was not obtained.

TABLE 77—FIRST JOB

Change in basic hourly rate of pay—FIRST job (questions 53, 53a and b)

(by hourly rate of pay at commencement of job)

	Not	164	%	1	1 ==	1	i	18	ŝl	1.8	1:2	1.5	1.2	1	9.0	2 1	19-7	48.2	12.8	100.0
	8/- or more	572	%	0.5	5 I	i	1	1	11	0.5	ı	18	0.52	0.2	14.0	35.1	1.7	44.2	1.0	100.0
Original hourly rate	7/- to 7/11	1077	%	0.1	П	0.1	1	12	-60	0.3	0.5	4.1	7.3	4.5	11.6	50	96	53.8	0.3	100.0
Original h	6/- to 6/11	1406	%	1	55	0.1	0.1	١٥	× 5.	, eo	5.3	9.2	9.00	2.3	5.7	200	16:0	48.1	0.4	100-0
	5/- to 5/11	992	%	0.1	2:3	2.5	5.5	3.5	v c	9.60	2.3	4.0	0.4	1.4	2:2	÷ 6	9-0	47.5	0-1	100.0
	4/11 or less	226	%	2.6	3.1	6.0	6-0	 5.1	7:7	5.3	1.8	4.0	3.5	1	90.0	200		58.4	1	100.0
	Total	4211	%	9.0	0.5	0.5	Ξ	7.0	6.7	6.3	2.4	4. v.	6.4	2.5	7.4	5.0	1.1	49.5	8.0	100.0
	Ţ	42	No.	25	33	21	45	9,30	779	180	101	881	206	94	311	320	2/2	2083	35	4211
		All first jobs EXCEPT self-employed	(base for percentages)	4/11 or less	5/-	5/6	5/7—5/11	- 1	c/9—1/9	6/7—6/11	-//-	7/1—7/5	7/7—7/11	1/00	8/1-8/11	16	Giral hourly rate not stated	Unchanged	Not answered whether change in basic hourly rate	Total

TABLE 78—ALL JOBS
Basic bourty rate at commencement of ALL jobs (question 53)

(by assessm	Total	In trade	LON	Grand Full full in Total Total status status trade	All jobs EXCEPT self-employed 13582* 8151 1298 3424 6285 (base for percentages)	% % % %		**************************************	100-0 100-0 100-0 10	7/3 7/6 6/8 7/1 7/6
(by assessment of job status within training trade)		Construction	In trade	Full NOT in status full trade	4436 724 1125	% %	_	1144895017 800 444001 A	100.0 100.0 100.0	7/7 6/10 7/7
ning trade)			-	Total	5 4082	%			0-001	7/4
	Training trade	Engineering	In trade	Full NOT status full status	2390 320	96			0.001 0.001	7/6 6/6
				rrade Trade	1372	96			100-0	77.
				Total	2506	%		40,00480,000,040,000,000,000,000,000,000	0.001	01/9
		Miscellaneous	In trade	Full Natatas Ra	1325 2	96		\$44-1-50528 \$0257.008 144 5054 4 5054 4 5054 5054 5054 5054 5	0.001 0.001	9 01/9
		ns		NOT in full trade	254 927	%		2446985402551098844 14	0-001 0-0	6/2 7/-

*Includes 709 jobs whose status within training trade was not obtained.

TABLE 79a—ALL JOBS
Basic hourly rate at connuencement of all jobs (question 53)
(by job number)

	Twelfth	19	%	ı	18	÷ 1	1	1 %	15	0.6	0 4 5	7.5	22.4	4.01	5.5	3.0	0-6	7.5	0.001	7/10
	Eleventh	76	%	ı	1	1 1	1.0	15	5.7	5.	- Q	11:3	13.4	7.7	2.7	4-1	3.1	41.2	100.0	7/10
	Tenth	125	%	8.0		9	8.0		5.4	9.0	9 6	0.8	7.5	00	4.0	4.0	5.4	41.6	100.0	7/10
	Ninth	165	%	-	9.0		1	9.6	9.0	3.0	5.7	10-3	10.9	00	- 00	2.4	4.8	9.04	0.001	7/10
	Eighth	243	%	1	8.0	s l	8.0		e e	6.6		6.6	5.6	× -	0	3.7	8.7	31:3	0.001	7/9
ımper	Seventh	364	%	0:3	000	0.4	. 4	1.5	1.6	4.7	, v	900	9.3	0.5	4.4	3.3	10.2	26.4	100-0	7/9
Job number	Sixth	292	%	Ξ	0.0	9.0	2.7	2.0	6.1	4.0	. 5.	0.00	10-3	7.3	3.4	. 5	9.4	19.5	0.001	7/9
	Fifth	894	%	Ξ	0.3	9 %	1.5	2.9	3.4	6.2	20.5	7:7	7-0	2.0	3:3	4.5	7.7	13-9	100-0	7/7
	Fourth	1413	%		000	? :	3.5	5.6	3.3	6.4	4 4	000	8.7	5.6	200	000	· · ·	11.9	100.0	7/6
	Third	2228	%	<u> </u>	0.7	5.7	5.8	3.5	3.7	2.7	5.7	9.9	6.3	2.9	3:3	4.5	7.2	0.6	100.0	7/6
	Second	3197	%	:	27.	7.0	4.0	1.4	9.4	7.6	× ×	7.5	6.3	6.0	3.0	3.0	5.7	8.3	100-0	7/4
	First	4211	%	5.4	5.6	4 %	1.6	9.6	6.3	9.6	7.0	6.7	3.9	2.5			1.9	3.9	100.0	6/8
	Total	82	%	2.7	 	5.5	4-4	9.49	9.4	7.5	2.5	2.6	6.3	000	2.5	3.5	5.4	10.2	0.001	23
	To	13582	No.	363	183	270	592	828	620	1012	958	1034	828	1212	341	431	737	1382	13582	7/3
		All jobs EXCEPT	(base for percentages)	Hourly rate at commencement 4/11 or below	5/-	2/6-1/6	5/75/11	6/1—6/5	9/9	6/7—6/11	7/1-7/5	1/6	11/22/11	0/1 0/11	-/6	9/1-9/11	10/- or more	Not stated	Total	Median Mean

TABLE 79b—ALL JOBS
Basic hourly rate at commencement of all jobs (question 53)
(by job number)

	Twelfth	62	%		11	3.2	1	1 =	9	. 4	**	24.2	17.7	6.5	3.4	2.6	1000	7/10
	Eleventh	57	%		11	1.1	1.8	3:5	3.5	5.5		25.5	12.3	10.5	7.0	5-3	100-0	7/10
	Tenth	73	%		<u> </u>	2.7	1.4	44	4.1	7.7	8.9	13:7	16.4	15:1	0.00	4.1	100.0	7/10
	Ninth	86	%		12	1	1	÷.	0	. .	7.	5.4	11.2	15.3	4.1	8.2	100.0	7/10
	Eighth	167	%		1:2	1.2	1.2	22	8.6	2.7	7.8	13.8	11.4	10.8	5.4	12.0	100-0	7/9
Job number	Seventh	268	%		9 6	0.7	1.9	3.7	25	5.00	2.8	12.7	7.8	10:1	4.5	13.8	100-0	11/1
Job n	Sixth	455	%		6.4	- 6	3.5	6.53 5.53 5.53	5.1	6.6	8.9	12:7	0.6	13.0	5:3	11.6	0.001	7/9
	Fifth	770	%		0.4	9.0	1.7	9.9	3.0	8.9	800	8 A	80	2.5	2.5	0.6	100.0	6/1
	Fourth	1245	%		. o	ΞΞ	3.6	200	3.7	6.5	7.5	4 65	9.01	12:1	4.00	9.5	100-0	8/1
	Third	2027	%		0.7	2.6	3.1	5.39	4.0	8-0	8.3	7.0	7.4	8.14	2.0	7.9	100-0	9/1
	Second	2931	%		1:3	2:3	4.3	6.6	2.5	0.00	9:1	6.9	6.4	3:30	3.00	6.2	100.0	7/4
	First	4047	%	,	2.7	4 w	7.9	10.3	9.9	. 65	7.0	4.1	300	96	9.	2.0	100.0	8/9
	Total	2200	%		5.0	2.5	4.9	7.0	5.1	2.7	6.7	70	2.9	y c	3.5	0.9	100.0	7/3
			No.	1	183	337	592	822	620	945	958	828	814	341	431	737	12200	7.7
All the Control of	hourly rate at	obtained EXCEPT	(base for percentages)	Hourly rate at	4/11 or below 5/-	5/1—5/5	5/7—5/11	6/1—6/5	9/9	1/-	7/1—1/5	11/2—2/11	8/-	11/0-1/0	9/19/11	10/- or more	Total	Median Mean

TABLE 80—ALL JOBS

Change in basic hourly rate of pay—ALL jobs (questions 53, 53a and b)

(by hourly rate of pay at commencement of jobs)

		anni fumon f	or pay at comm	(a) nomit take or pay at commencement or long	(our			
					Original hourly rate	ourly rate		
	Total	lal	4/11 or less	5/- to 5/11	6/- to 6/11	7/- to 7/11	8/- or more	Not
All jobs except self-employed	13582	32	363	1391	3115	3795	3536	1382
(base for percentages)	No.	%	%	%	%	%	%	%
Final hourly rate								
4/11 or less	43	0.3	9-6	0.2	1	0.1	0-0	0.1
5/-	14	0.1	3.0	0.1	0.0	I	0-0	r)
5/1—5/5	47	0.3	5.5	4.	0.1	0.0	18	0.3
5/6	88	77	<u> </u>	9.1	0.0	0 0	0-0	
5/7-3/11	7.2	. 50	4	0.4	5	0.0		0.1
6/16/5	244		2.2	6-6	5.9	0.1	0.1	0.5
9/9	130	0.	Ξ	 	3.0	0.1	-0	0.1
6/76/11	358	5.6	1-4-1	6.5		0.5	53	000
7/1=7/5	406	3-0	Ξ	40.4	7.5	3.5	0.0	0.5
1/16	299	2-2	Ξ	2.9		e. e.	0.1	0.0
11////11	204	7.5	<u>.</u>	7.50	1.4.1	4.6		0.5
8/11-8/11	819	0.9	1.7	1.7	8.4	0.6	8.2	8-0
-/6	171	1.3	9.0	0.4	0.7	1.2	2-7	0.2
Over 9/-	1076	7.9	4:	4.	5.5	5.1	21.4	5-2
Final hourly rate not stated	212	1.6	80 6	50.5	/-0	9.0.9	200	25.1
Unchanged whether shares in	0//	7.10	6,00	6.76	0.00	1.15	3	1 (19)
basic hourly rate	871	6.4	1	0.1	0.4	0.5	0-3	8-65
Total	13582	100-0	100-0	100.0	100-0	100-0	100-0	100-0

TABLE 81—PRESENT JOB
Basic bourly rate at commencement of present job (question 53)
(by assessment of job status within grading trade)

		sne		NOT in foll trade	49 353	96		20 20 20 20 20 20 20 20	0-001 0-	6/6 7/-
		Miscellaneous	In trade	Full No	390	96	_	6.0.1.20.0.04.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0	100.0 100.0	7/3 6/
				Total	792	%		#=####################################	0.001	11
	2		Tox	Fin age	550	%		41-844-844-848-84-84-84-84-84-84-84-84-84-	0.001	7/3
	Training trade	Engineering	In trade	Rafigs	66	80		22 122222222222222222	100.0	6/8
	FE	Engir	Int	Full	810	30		97-7988-8448-448-888-4 87-7988-8448-448-888-4	0-001	-/2 -//L
ing trade)				Total	1459	96		2-224-004-00-00-00-00-00-00-00-00-00-00-00-0	0.001	7/6
by assessment of job status within training trade			YOU	trade	420	8		247-244-4-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6	0.001	7/4
on status v		Construction	In trade	NOT full status	16	%		正 1 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0.001	6/11
sment of p		Const	In	Full	873	%		00000E-44-85-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5-5	0-001	11/7
(by asses				Total	1384	96		000-4444444444664	0.00	9/2
			TON	in	1323	%		0-44200004-00-404944-00	0.001	7/2
	Total	In trade	NOT	full	239	96		44448648646688-4-4-4-6	0-001	6/9
	1	E		Full	2073	%	_		0-001	7/10
				Grand	3645*	96			0.00	7/15
					Present jobs except	(base for percentages)	ourly rate at commencement	11 or 1883 12 - 31 13 - 31 14 - 31 15 - 31 16 - 31 17 - 31 17 - 31 18 - 31 18 - 31 19 - 31 19 - 31 10 - 31		Mean

*Includes ten present jobs whose status within training trade was not obtained.

TABLE 82—PRESENT JOB
Basic lourly rate at commencement of present job
(question 53)
(by job number)

	Twelfth	56	%	1 3 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	25-0 16-1 7-1 10-7 5-4	0-001	8/-
	Eleventh	61	%	111131313111	10.5 10.5 21.1 5.3 5.3 5.3	0-001	8/1
	Tenth	21	%		26 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	0.001	8/5
	Ninth	33	%	1	182 127 130 142 193 193	0.001	-/8
	Eighth	2	%	1 1 1 1 2 4 4 4 4 4 4 4 4 4	9000 944 900 444 144 144	0.001	7/11
ımber	Seventh	109	%	0.000 % £ £ £ 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	8.2.5.5.5.5.5.5.5.5.5.5.5.5.5.5.5.5.5.5.	100.0	7/11
Job number	Sixth	173	%	-00044446444 466664446444	11.0 6.9 16.8 3.5 4.6 12.7 2.3	100.0	7/11
	Fifth	286	%	00.77 	18:5 18:5 18:5 18:5 18:5 18:5 18:5 18:5	100.0	8/-
	Fourth	466	%	-00-84486000 56656850555	01010101010101010101010101010101010101	100-0	7/10
	Third	726	%	-04-44444 	25.0 25.0 25.0 25.0 25.0 25.0 25.0 25.0	0.001	7/10
	Second	875	%	-004	2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00	0.001	7/6
	First	817	%	4 £ 4 4 £ £ £ 6 6 8 8 8 8 8 9 4 6 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	8.5.7.0 3.1.0 3.1.0 3.1.0 3.1.0	100.0	8/9
	Total	3645	%	2-2248945899 -656655-859	04805.74 04805.84	0.001	9//
	To	36	No.	75 80 80 153 117 117 284 284 284 284 284 284 281	230 232 108 201 282 168	3645	7
All management to he	EXCEPT	(base for	percentages)	commencement at the description of the description	7/7—7/11 8/- 8/1—8/11 9/- 9/1—9/11 10/- or more Not stated	Total	Median

TABLE 83—PRESENT JOB

Change in basic hourly rate of pay—PRESENT job (questions 53, 53a & b)

(by hourly rate of pay at commencement of jobs)

		Not	168	%			1	18	0.0	1 1	1 1	9-0		 	9.0	9 9	- e	1.2	3.6		30.4	4	10-7	100-0
		8/- or more	1293	%		č	 -	1.	1		1	0.1	0.5	13	6.1	1 1	0.5	0.1	9.2	e.	215		0.2	100-0
	Original hourly rate	7/- to 7/11	964	%		ć	7.0	11	1	1	1	0.5	0.1	0.3	3.5	9.0	11.5	7.0	19:3	5.7	36-0		0.4	0.001
(sno	Original l	6/- to 6/11	161	%			1	lä	1	0.1	1	5.9	5.8	5.6	9	2.0	11.5	3.7	13:1		23:4		0.4	100.0
sond to manual		5/- to 5/11	354	%		9.0	9 1	8-0	0.3	8.9	4.0	11-9	9	9 6	000	7.9	9.3	2.3	÷+	-	18.6		1	100-0
		4/11 or less	75	%		10.7		6.7	4-0	6.7	1:3	5.3	9 5	2.7	110	5.3	2.9] ;	9 6	1:3	16.0		-	100.0
		Total	3645	%		0.4	0	0.3	0.1	8.0	9.0	5-0	÷.	÷ 4	4.0	3.2	6.7	67.	7.5	16	36.4		8.0	0.001
		Tc	36	No.		13	_	=	4	9	21	73	86.	12	145	117	246	10/	10	. 20	1327		28	3645
			Present jobs EXCEPT self-employed (base for percentages)	College	PRESENT basic rate	4/11 or less	2/-	5/1-5/5	5/0	11/6-/16	-/0	6/6	6/7_6/11	7/-	7/1—7/5	7/6	11////11	8/1-8/11	-/6	Final hourly rate not stated	Unchanged	Not answered whether change in	basic nourly rate	Total

TABLE 84--PRESENT JOB
Present basic bourly rate of pay (present job) (Question 53)
(by assessment of job status)

1		LON	irade	96,333		-00-04-04-04-04-05-05-05-05-05-05-05-05-05-05-05-05-05-	0.001	2/8	6/1
	meous	In trade	NOT full status	€ ⁹⁶			0.001	1/10	1/10
	Miscellaneous	Int	Full	330		20-00-00-00-00-00-00-00-00-00-00-00-00-0	100.0	8/3	8/3
			Total	% %		=42591844888852554844 =42591844888852554844	100.0	-/8	-/8
		TOM	trade	%38		282248888 <u>4</u> 48284 <u>E</u> 4 <u>E</u> 55	100.0	-/8	1/11
trade	Engineering	In trade	NOT full status	8,86			100.0	8/1	8/2
Training trade	Engin	Int	Full	810		000011E1EEEEEEEEEE	100-0	-/6	8/8
			Total	1459 %		00000440088888844	100.0	8/8	8/4
		MOT	trade	420		5-5-5-5-8-5-5-8-4-8-4-8-8-8-8-8-8-8-8-8-	100-0	01/2	01/2
	Construction	In trade	NOT full status	2%			0.001	8/-	8/3
	Const	In	Full	873		9 19 18080024442-9-2	100-0	8/3	8/8
			Total	1384 %		40000004-844-8014-0-00004-0-00004-0-00004-0-00004-0-00004-0-00004-0-00004-0-00004-0-0-00004-0-0-00004-0-0-00004-0-0-00004-0-0-00004-0-0-00004-0-0-00004-0-0-00004-0-0-0-00004-0	9001	-/8	8/3
		FON	in trade	1323			100-0	7/10	01/2
Total	In trade	FOX	full	%33		84 1887-988 857-988 857-94 8	100-0	-/8	8/1
	Int		Full	2073		4-000000000000000000000000000000000000	100-0	9/8	8/8
			Grand Total	3645*		C0000-0W=NWNN000E4004 C4-C6NN0008C48004000-C	100-0	8/3	8/4
				All present lobs except self-employed (base for percentages)	Hourly Rate	411 or less 411 or less 411 or less 516-515 516-511 617-611 717-71 71-71 71-71 71-71 71-71 71-71 71-	Total	Median	Mean

*Includes ten present jobs whose status within training trade was not obtained.

TABLE 85—FIRST JOB AND PRESENT JOB Questions 53c, d: "'Did you get anything on top of basic pay " (by assessment of job status within training trade)

	1	Ī	1 8		104			100.22	0	- maa		1	1	
				Enge	2	98		35.6 15.4 2.9	Š I	× ~ -	-4	353	96	8.022.08 -0.02.09 -0.02.00 -0.00 -0.
		Miscellaneous	trade	NOT Status	187	30		4-16	0.5	77.65	1.60	49	ેર	5 1 5 5 5 1 4 5 5 5 5 5 5 5 5 5 5 5 5 5
		Miscel	ñ	Full	623	%		36.4 1.2 2.2 2.9	65.4	6.5	2:0	390	%	842748 030748 0304144 0304 03044 0304 03044 03044 03044 03044 03044 03044 03044 03044 0304
				Total	914	96		37-3 0-9 11-7	9.5	44 e c	4:3	792	96	22248-0882-8 4030-0987-8
			TON	trade	216	96		28.2 3.7	1.9	1183	6.5	58	96	24 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
	trade	Engineering	In trade	NOT full status	219	%		17:8 4:1 7:8	0.5	12712	4-6	66	96	52428-54112
	Training trade	Engin	Int	Full	1170	%		17:3 39:7 3:7	1:5	6133	5.2	810	%	208084440-8 56664665-168
'anun'				Total	1605	96		38:3	5-47	28 19	5.3	1459	%	888888 8688 8608 8608 8608 8608 8608 86
and second of the second secon			702	in trade	78	88		20.5 23.1 3.8		2.6	0.6	420	30	86-448-00-14-E
		Construction	In trade	NOT full status	450	96		26-7 18-9 2-4 2-4	29-0	31.12	6.7	16	96	2.56.95.52.4 2.56.98.55.4 1.57.8 1.57
not so man		Constr	Int	Full	1153	,0°		25.55	800	2000	4.7	837	96	286488 105 5885855 185
				Total	1681	96		23.7	8-5	2000	5-4	1384	90/	24.88-24.00= 24.00=
			TON	in	398	96		85.65 65.65	0 = 6 4 4	v = 0 v o v	6.5	1323	% ⁰	22,33.7 2,33.7 2,44 1,31 1,31 1,31 1,31 1,31 1,31 1,31 1
1	Fotal	ade.	NOT	Status	856	%		27.9 23.6 25.9 20.9	200	¥24	9:0	239	94	50,887,982,082 50,887,982,082 50,982,982,082
	To	In trade		Full	2946	%		25.55 25.15	98-1-4	82.0	8.0	2073	è [®]	28.5 2.6 2.6 2.6 2.6 2.6 2.6 3.6 3.6 3.6 4.6 5.6 5.6 5.6 5.6 5.6 5.6 5.6 5.6 5.6 5
				Grand	4211*	30		25.3 2.5 3.2 3.2 3.2 3.2 3.2 3.2 3.2 3.2 3.2 3.2	£ - 4 5 - 8	0.5	5-1	3645	ેર	52.55.4205 8.55.4205 8.55.44.60
					FIRST jobs EXCEPT	(base for percentages)	Pay on top of basic rate	None Hourly rate on top of basic Piecework or bonus Other payments by results	Cost of living bonus Shift allowance	Travelling time, fares Tips and commissions Christmas bonus	Others	PRESENT jobs EXCEPT self-employed	(base for percentages) Pay on ton of basic rate	None Houry rate on top of basic Processors or of the Processors or board of the Processors of the Proc

*Includes 110 jobs whose status within training trade was not obtained.

TABLE 86—FIRST JOB

NET income at end of FIRST job (for full working week) (question 54)

(by assessment of job status within training trade)

		Total	Te .							Training trade	trade					
		fn trade	ade			Construction	nction			Engineering	pering			Miscell	Miscellaneous	
			Los	101		In trade	apr	TOTAL STREET		In trade	ade	100		In trade	ade	101
	Grand Total	Full	Status	g in g	Total	Full	NOT full status	in de la constant	Total	Full	NOT full status	rage	Total	Full	NOT full status	trade
ALL FIRST jobs	4243*	2972	856	404	1688	1160	420	7.8	1610	1170	219	221	934	642	187	105
(pase for percentages)	95	96	%	3.9	96	96	96	32	98	%	9.5	%	%	96	96	96
Net weekly income																
Less than £10	4.4	4	5:	2-0	2:4	2.4	22-4	3.8	2-0	1.2	3-7	9.0	12.0	12-5	13-9	5.7
£10 but less than £12.10	18-2	16.5	24-2	18:1	1-61	17-2	24.0	19.5	11-3	10.4	13-2	14:0	28-5	26-3	37.4	25-7
£12.10 but less than £15	21.2	21:4	20-6	21.8	22-6	1.52	22.4	32-1	17-5	18.0	15.5	16-3	25-3	26-2	21.9	25.7
£15 but less than £17.10	20.4	21-1	9.61	9-41	20.4	50.9	20.2	12.8	23.0	23-8	22.8	18.6	16-2	16-2	14-4	19-0
£17.10 but less than £20	4	14:5	13:1	13-4	13-2	13.6	13-6	5:1	19-3	19.5	20-1	17-2	6-9	7-0	3.7	7
£20 but less than £22.10	10-1	10.5	9.8	10.1	8.6	10.5	6-8	5:1	13:1	13-2	11.4	14.5	5.4	9-9	4.8	4-8
£22.10 but less than £25	3-7	4:3	8:1	3-0	3.6	4.5	9-1	1:3	5.3	0.9	2.7	4-5	Ξ	Ξ	Ξ	1.0
£25 but less than £27.10	2.9	2.8	2.6	4.5	3.5	3.6	5.4	7.7	3.2	2-6	4.6	4.5	7	9-1	0.5	6-1
£27.10 but less than £30	6-0	8.0	0.7		0:1	6-0	6.0	3,8	Ξ	9-1	6.0	7	0.5	0.5	ı	1.0
£30 or more		1:9	7	1:3	1.8	6-1	Ξ	5.1	2.1	2:1	2.7	Ť	1.0	1.2	5.0	I
Not stated	5.4	2.3	2-3	3.5	2.5	2.4	2.7	3,00	2.2	2:1	2.3	2.8	2:2	2.2	1.6	3.8
Total	0.001	100.0	0-001	100.0	0.001	0.001	0-001	100-0	100.0	0-001	100-0	100.0	0.001	0-001	0-001	0.001
Median	£15.15	\$15.19	£15	£15.15	£15.14	913	£15.3	£14.12	£17.2	£17.3	£16.19	£17	613.9	£13.11	£12.8	£14.6
Mean	\$16.6	6.913	£15.12	\$16.8	£16.8	£16.13	£15.12	£16.14	£16.7	£17.10	£17.4	£17.4	£14.2	£14.4	£13.6	£14.15
												4				

*Includes eleven first jobs whose status within training trade was not obtained.

TABLE 87—PRESENT JOB
Pressot NET iocome (for full working week) (question 54)
(by assessment of job status within training period)

	-							more bearing herion)	no herron							
		-	Total							Traini	Training trade					1
		In	In trade			Cons	Construction			Engir	Engineering			Miscel	Miscellaneous	
			NOT	NOT		Ħ	In trade	TON		Int	In trade			Int	In trade	
	Total	status	status	trade	Total	Full	NOT full status	trade	Total	Full	NOT	trade Tage	Total	Full	POOT	NOT in trade
ALL PRESENT jobs (base for percentages)	3916*	2266	241	1399	1550	1013	92	445	1499	818	100	581	257	436	status	000
	%	96	%	300	કર	96	89	%	800	90	96	39	3 39	6 6	3	973
Net weekly income														2	5	ę
Less than £10	8.0	4.0	8.0	7		0-3	ı	0.7	5	-						
£10 but less than £12,10	4.4	3-1	4.1	2.9	5.1	8-0	1 2	3	3 3	5 .	9 9	0-1	2:3	7	5.0	3.5
£12.10 but less than £15	11:3	6.4	15.4	13.2	9.6	97	10-0			5	0 0	9	6.00	ŝ	10.2	9.1
£15 but less than £17.10	20.0	18-2	1-61	23-2	19.5	17.0	2 2	23.5	2 6	* .	14-0	12.6	17.9	18-6	26.5	15-8
£17.10 but less than £20	18.0	17-5	22.8	18:1	16.3	3		0.07	7.61	10.7	15.0	23.4	22.5	21.8	30-6	22.3
£20 but less than £22.10	17-3	19-2	15.8	14.4	10.3	1.01	8.77	8.7.	20-7	20.5	32.0	19-1	16-3	17.2	1.4	16-9
£22.10 but less than £25	80	8	4.6		5 5	0.91	7 :	11.7	19:2	21.8	14-0	16.5	15-9	17-0	16.3	14.5
£25 but less than £27,10	7.8	000			2 0	À ;	5.4	4.0	2.6	12.8	0.9	5.9	5.0	4-6	5-0	5.9
£27.10 but less than £30			2 6	5 6	2	7 :	50 50	89.5	÷		0.6	6-9	5:1	5.3	4-1	5.1
f30 or more	, ,	1 0	6.7	7,	ŝ	3.9	6.4	5.5	2.5	2-8	3.0	1.9	2.2	1.6	1	3.2
N-1	0.0	2	5.4	9.4	Ξ	12-4	8.6	8.3	4.5	5.7	2-0	3.1	2.3	2.1	4	2.4
	2.3	2.2	8-0	2.9	3.1	3-1	2.2	3:1	2.0	1.2	1	3-6	1.6	1.8	: 1	: :
Tota	0-001	0-001	0.001	0.001	100-0	0.001	100-0	0-001	100.0	0-001	100.0	100.0	100-0	0.001	100.0	1 9
Median	£19.7	£20.3	£18.13	£18.5	£20.7	£21.1	\$19.15	£19.14	\$19.10	£20.7	£18.15	\$18.8	617.7	Ť	01913	001
Mean	£19.17	£20.9	€19.7	£18.17	£20.19	£21.11	£20.15	6003	£10 17	51007	6103			_		£17.8
							-				200	01.012	21/12	#17.19	£17.	£18

"Includes ten present jobs whose status within training trade was not obtained.

TABLE 88a—ALL JOBS

NET income at end of ALL jobs (for full working week) (question 55)

(by job number)

Property Property								Job number	mber					
Mo. Mo.	4 H 1- Lo	Total	First	Second	Third	Fourth	Fifth	Sixth	Seventh	Eighth	Ninth	Tenth	Eleventh	Twelfth
No. %, %, %, %, %, %, %, %	(base for	14057	4243	3339	2330	1488	937	109	386	255	172	131	102	78
133 25 44 25 143 17 11 17 18 17 18 18 18	weekly income		,°°	òę	%	%	%	%	%	%	%	%	%	%
Math HAT 105 182 93 81 63 62 45 28 31 17 175 175 2 209 149 212 146 128 123 106 87 91 71 17	ss than £10		4.4	2.5	F.3	1.7	1:1	1.0	8.0	1.6	1.2	1.5	1	1
3 2099 149 21-2 14-6 12-8 12-3 10-6 87-7 91-1 71-1 70-6 61-1 0.0 2.00 18-8 2.04 2.07 18-9 17-3 16-0 18-9 17-3 18-0 17-9 17-9 19-9 19-9 19-9 19-9 19-9 19-9 19-9 19-1 19-9 18-9 17-9 18-9 19-9 <td>than £12.10.0d</td> <td>-</td> <td>18-2</td> <td>6.6</td> <td>8.1</td> <td>6.3</td> <td>6.5</td> <td>4.5</td> <td>2.8</td> <td>3.1</td> <td>1.7</td> <td>1.5</td> <td>2.0</td> <td>I</td>	than £12.10.0d	-	18-2	6.6	8.1	6.3	6.5	4.5	2.8	3.1	1.7	1.5	2.0	I
Mart	less than £15		21.2	14.6	12.8	12-3	9.01	8.7	9.1	7-1	7-0	6.1	5.9	5.6
10 10 10 11 15 11 15 11 15 11 12 12	than £17.10.0d		20-4	20-7	18.9	17-3	9.91	17.0	12.2	13-3	10.5	6-1	7-8	16.7
1787 127 101 143 147 156 124 118 130 106 70 69 20 20 37 61 88 65 83 70 67 89 47 69 20 20 21 29 24 29 29 39 30 31 31 31 31 31 20 21 24 24 24 28 81 108 160 20 31 39 314 20 20 100 100 100 100 100 100 100 100 100 100 20 20 20 20 20 20 20	less than £20		14-1	15-7	16-1	14.6	12.9	12.8	9.3	0-6	8.7	10.7	99	7-7
No. 866 37 61 88 65 83 70 67 89 47 69 No. 801 57 29 54 79 74 78 77 75 75 64 84 No. 801 58 18 49 62 73 94 173 75 75 75 64 84 1056 74 23 39 43 123 102 47 23 1066 74 24 44 58 81 108 160 231 395 374 1407 1004	than £22.10.0d		10-1	14:3	14.7	15.6	12.4	8-11	13.0	10.6	7.0	6-9	8.8	14-1
0d 801 877 29 54 79 74 78 77 75 75 75 64 84 760 231 29 231 39 491 23 34 23 47 23 1006 74 24 44 58 81 169 169 34 23 87 178 178 179 47 23 1006 74 24 44 58 81 169 169 231 291 395 374 1407 1004 <td>ess than £25</td> <td></td> <td>3.7</td> <td>6.1</td> <td>5.8</td> <td>6.5</td> <td>8:3</td> <td>7.0</td> <td>2.9</td> <td>5.9</td> <td>4.7</td> <td>6-9</td> <td>7.8</td> <td>14-1</td>	ess than £25		3.7	6.1	5.8	6.5	8:3	7.0	2.9	5.9	4.7	6-9	7.8	14-1
762 2-1 9-2 4-1 6-2 4-1 12-3 3-6 4-1 12-3 3-6 10-3 4-1 12-3 4-1 12-3 13-4 13-4 13-4 13-4 13-4 13-4 13-4 13-4 13-4 13-4 10-8 16-0 13-1 20-1 4-7 12-4 1-05-7 1-05-7 1-05-7 1-05-7 10-1 </td <td>than £27.10.0d</td> <td></td> <td>2.9</td> <td>5.4</td> <td>7.9</td> <td>7.4</td> <td>7.8</td> <td>7.7</td> <td>7.5</td> <td>7.5</td> <td>6.4</td> <td>8.4</td> <td>8.8</td> <td>7.7</td>	than £27.10.0d		2.9	5.4	7.9	7.4	7.8	7.7	7.5	7.5	6.4	8.4	8.8	7.7
1036 74 24 44 58 81 108 160 231 291 395 374 1467 1090 10	ess than £30 or more		0.9	2.1	2.3	3.0	9:3	2.2	3.4	10.2	8.7	2.3	9.8	5.1
14677 10640 1064	ot answered/ not stated		2.4	4.4	5.8	8.1	8.01	0.91	23.1	29.1	39.5	37-4	39.2	14.1
E17.9 0d E16.7s E17.12s E17.12s E18.19s E19.9s E19.14s E20.2s E20.6s E20.8s E21.8s E21.7s E22.5s E18.5.0d E16.6s E18.8s E19.4s E19.14s E20.5s E20.15s E21.8s E21.8s E21.8s E21.8s E21.8s E22.5s	Total		100.0	100.0	0.001	100.0	100.0	100-0	100.0	0.001	100-0	100.0	100-0	0-001
	Median Mean	£17.9.0d £18.5.0d	£16.7s £16.6s	£17.12s £18.8s	£17.12s £19.4s		£19.9s £20.5s	£19.14s £20.15s	£20.2s £21.8s	£20.6s	£20.8s £21.7s	£21.19s £22.5s	£21.13s £21.19s	£22.17s £23.5s

TABLE 88b—ALL JOBS

NET income at end of ALL jobs (for full working week) (question 55)

(by job number)

	Eleventh Twelfth	19	%	- 1	1	3-0	19.4	0.6	16.4	16-4	0-6	20-9	100-0	£22.17s £23.5s
	Elevent	62	%	1	3.2	2.6	12.9	14.5	14.5	12.9	14.5	1.6	100-0	£21.13s £21.19s
	Tenth	82	%	2.4	2.4	8.6	8.6	17.1	11.0	11.0	13.4	3.7	100.0	£21.19s £22.5s
	Ninth	104	%	1.9	2.9	11.5	17.3	14-4	11.5	7:1	9-01	7:7	0.001	£20.8s £21.7s
	Eighth	181	%	2.2	4.4	6-6	18.8	12.7	14.9	8:3	10.5	3.9	100.0	£20.6s £21
Job number	Seventh	297	%	1.0	3-7	8: 11:	15.8	12.1	16.8	 	8.6	4.4	100-0	£20.2s £21.8s
Job n	Sixth	202	%	8.0	5-3	10.3	20.2	15.2	14-1	8.3	9:1	2.6	100.0	£19.14s £20.15s
	Fifth	836	%	1.2	6-9	1:8	18.7	14.5	13.9	9.3	8.7	4.5	0.001	£19.9s £20.5s
	Fourth	1368	%	1.9	6.9	13-4	8.81	15.9	17.0	7:1	8.0	3.2	100.0	£18.19s £19.14s
	Third	2195	%	7	9.8	13.6	20-1	17:1	15.6	6-9	8.4	2.4	0.001	£17.12s £19.4s
	Second	3192	%	2.7	6.7	15.2	21.6	16.4	15-0	6.4	9.6	5-1	100.0	£17.12s £18.8s
	First	4142	%	4.5	18.6	21.7	20.9	14.4	10.3	3.8	3.0	0.9	100-0	£16.7s £16.6s
	Total	11	%	2.7	11.3	16-1	20-3	15.5	13.7	6.1	6.1	2.2	100-0	0.0d 0.0d
	T	13031	Š	353	1477	2099	2640	2016	1787	790	801	292	13031	£17.9.0d £18.5.0d
		All jobs for which net weekly income	is known (base for percentages)	Less than £10 £10 but less	than £12.10.0d	less than £15 £15 but less	than £17.10.0d	less than £20 £20 but less	than £22.10.0d	less than £25 £25 but less	than £27.10.0d	less than £30 £30 or more	Total	Median

Question 55; "How did your take-home pay in your (FIRST) job compare with what you expected when you were training." (by assessment of job status within training trade) TABLE 89-FIRST JOB

		Total	le le							Training trade	trade					
		In trade	ade			Construction	uction			Engineering	ering			Miscellaneous	snoou	
						In trade	ade			In trade	- opi	TOX		In trade	ıde	TON
	Grand Total	Full	NOT Status	Tage trade	Total	Full	NOT full status	Lade trade	Total	Full	NOT full status	trade	Total	Full	NOT full status	in
ALL FIRST jobs	4243*	2972	856	404	1688	1160	450	78	1610	1170	219	221	934	642	187	105
(base for percentages)	èé	Se.	9.0	òç	30	96	90	30	9.6	,0/	ès	30	96	96	9.é	36
Comparism								and second								
More	6-81	20-3	15.0	16.7	17.0	18.7	13-2	14-3	21.5	22.6	21.0	15:8	17.8	6-81	12-4	20.5
Less	34-0	32.0	37.3	8-14	30-0	27.8	33-3	42.9	33.7	30.9	38.8	43.4	42.0	41.8	45.2	37.5
About the same as expected	38.6	40.3	38-1	27-4	45-5	46.7	44-3	33-8	36.6	39.2	31.5	28-1	29.8	30-8	31.2	21-2
Didn't know what to expect	9.4	6.7	9.3	10-7	7-1	6.4	9.2	5.2	7.2	6.7	7.8	5-6	9.1	7.2	11-3	17-3
Not stated	6-0	0.7	0.5	3.5	0.5	0.4	ı	3.9	1.0	9-0	6.0	3.5	1-3	1-3	1	3.8
Total	0-001	0.001	0.001	0.001	0.001	0.001	0.001	0.001	0.601	0-001	100.0	0.001	0-001	0.001	0.001	0-001
* peludes eleven first jobs whose status within training trade was not obtained.	se status	within trai	ining trade	ton saw a	obtained.											

TABLE 90—FIRST JOBS

Question 49: "Why did you decide to take this particular job?"

(by job status and training rade)

	-			(ann g				
				Job status			Training trade	
	Total	-	In	In trade				
			Full	Not full status	NOT in trade	Construc- tion	Engineer- ing	Miscel- lancous
ALL FIRST jobs (base for percentages)	4243*	3*	2972	856	404	1688	1610	71.0
Reasons	No.	%	%	%	%	%	%	%
Only job offered, available	1680	39.6	37-1	40.4	56.7	ç		
To use GTC training	851	20.1	21.9	20.3	6.4	12.7	59.3	34-7
Easy travel, nearer home	653	15-4	16.4	14.8		140	1.07	7.22-1
More money, better paid	558	13-2	14.2	9.3	13.4	2 4	7.91	16-5
Wanted more experience	475	11.2	11.7	10.7			5/1	15:1
First job offered	372	80	0.6	0.8	5	e :	9.6	12.8
Interesting work	334	6-2	9.8	6-9	4.7	5.F	æ 6	5.9
High regard for firm	327	7-7	8.2	6.8	3.5	0 1	6. 1	10.2
Good prospects	245	5-8	2.6	1.9	2 7	5 5	ţ `	8:7
To become self-employed	17	0.4	0.5	1	0.5	5.0	0.0	Ξ.
Other reasons	400	16.7	16.6	16.4	18-3	15.9	16-91	17-7

*Includes eleven first jobs whose status within training trade was not obtained.

TABLE 91—ALL JOBS

Question 49; "Why did you decide to take this particular job "
(by job status, trainiog trade and job number)

	1			-		1	-												
	Ť	Job	Job status		Train	Training trade	de		١		1		Job number	nber	1	ŀ	1	Ì	1
		In tra				Pag.	Misc-		Т			Т	T			٠,		3	4.61
Tota						ing ing	ellan- eous	<u>#</u>	2nd	3rd	d d	g g	ų,	7th	8th	g.			120
1405	Ť			3549		4144	2614	4243	-	2330	1488	937	109	386	255	172	131	102	78
No.	30	96	9,0	96	95	%	96	96	96	96	3×5	98	30	96	96	96	96	96	36
	_									_				_					
4845			39.3	41.5	38.5	35.8	31.0	39.6	29.5	32.6	37-6		32.3	_		29-1	_	24:5	41.0
3769	_	28-5	16.3	31.5	27.3	27.7	30.8	13.2	36-9	33.4	59-9	28.6	29-3	27.5		8-61	30.5	27.5	42.3
1654	11.8	14-3	12.4	7.5	1-1	14.2	12-5	15.4	12-4	8.6	9.5	8.3		11.7	6.3	5.2	6.9	5-9	9
1522	8-01	13-9	1.61	5.6	9-1	13.7	13.5	99-1	9.6	7.3	5.5	5.8	4 60	99	1.6	1.7	1	2	1:3
1302	9.3	12-0	12-0	3.5	6-6	00	10.5	11.2	12.8	9:1	5-9	9.+	4.7	3,4	5.4	1.7	3.1	1	1
968	7:1	7.8	6.7	8.9	0-9	8.2	6-6	4.9	7.8	9-2	6.1	5.5	6.7	4-7	4:3	5.9	2:3	5-0	3.8
859	6-1	6.2	3.8	7.0	4.7	7.4	9.1	5.8	7-3	1-0	5.7	0.9	5.7	3,4	5:4	5.9	5.3	50	9-9
782	9.6	6.2	4.6	4.2	8.9	5.4	4.1	90	3-9	4:0	4.4	3.8	8.5	4	÷	53	e e	5-9	, n
731	5.5	6.2	6.7	3.2	2.0	5.7	6.2	7:7	4.7	4:1	3.8	5.9	6.3	3.9	3.9	2.3	ë :	6.0	8 5
210	1:5	8.1	1	9.	÷	0.7	5.4	6 :4	ě		5.2	6	5.7	5.7	2 9		2 3	9	
2578	18.3	15.6	16-4	28.9	16.4	21.5	22.8	16-7	0-61	20.9	20.4	17.8	16-1	20:7	12.9	7.7	4.3	200	13
		11 8 34 4 8 11 11 8 11 11 8 11 11 8 11 11 8 11 11	77- 811111 110-8 131 121 121 121 121 121 121 121 121 121	1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1	August A	New York New York	New York 100	Name	No. No.	No. Property Pro	No. Property Pro	Married Marr	No. Property Pro	March Marc	Married Marr	March Marc	No. Process Process	The color of the

*Includes 694 first jobs whose status within training trade was not obtained.

TABLE 92—PRESENT JOB Onestion 49: "Why did you decide to take this particular job ' (by job status, training trade and job number)

			Ť	Job status		Trai	Training trade	ade						Job number	mber					1
			In trade	nde	TOTA	-	-	-									r		Г	
	ů.	Total	Full	NOT full status	trade	strue- tion	ing- ing	clin- cous	2	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	H H	12th
All present jobs (base for percentages)	39	3916*	2266	241	1399	1550	1013	857	833	953	778	909	307	195	121	73	37	25	21	29
	Š	%	%	95	95	96	èé	98	96	36	96	96	96	96	96	96	96	96	96	36
Reasons															_					
More money, better paid	1410	36-0	36.1	24.5	38.0	35-1	35-1	39.6	÷	42.4	41.5	37.5	36.5	40.5	38.8	47.9	37.8	0.09	57-1	8-14
Only job offered, available	1023	26.1	22-4	29.0	31.7	27.8	27.4	20.9	29.7	20.9	24.0	26.3	32.9	25.6	25.6	32.9	40.5	24-0	0.61	38.8
Easy travel, nearer home	577	14.7	18.0	17.4	9.1	12-3	18:1	13.3	21.8	15-0	12.7	12.3	10.7	8.01	13.2	12.3	÷	9		10.4
Interesting work	456	9.11	12.7	12.4	6.6	9	5	13.2	13:1	12.2	4	10.3	9.1	12.3	9.9	8.9	5.4	6	8.6	5.5
Good prospeets	436	Ξ	5	-6	<u>+</u>	9.5	1.7	13.5	9.1	14.0	4-1	6.01	Ξ	12.3	7:4	5.5	13.5	4.0	60	7.5
To use GTC training	376	9-6	13.0	20.7	2.3	7.3	5:	9.01	9.81	89.	7.8	6.9	7.5	÷	-	1	4.5	1	8.4	÷.
Wanted more experience	315	8.0	11.2	6.2	3.4	7.2	8.3	-6	9.5	0.01	6.3	6.9	5.9	4.6		2.7	2.7	4.0	1	1
High regard for firm	289	7.4	80	8.7	4.6	6.7	0.8	7.2	8-01	6.2	5.5	7.3	6.4	9.5	80.50	13.7	18:1	4.0	0-61	3-0
First job offered	157	4:0	-	7.5	3.2	4.6	4.2	2.5	6.4	3.8	3.1	3.5	3.6	3.6	3.3	-	1	4:0	1	3.0
To become self-employed	44	3.7	4:5	!	3-0	S:1	7	5.1	5	4.2	3.5	4.7	3.6	7.2	5.8	-	5.4	4-0	1	0.9
Other reasons	1081	27.6	22.7	23.7	36-2	25.8	27.1	31.7	23-0	28.5	30.1	29.8	79.4	27.2	36-4	19.5	27.0	28-0	33.3	23.9
				1			1			1										

*Includes ten present jobs whose status within training trade was not obtained.

TABLE 93—FIRST JOB Question 57: "Why did you leave that job?" (by job status and training trade)

	Miscel-	lancous	738	%	35.2	8-1		6.9	6-1	6.7	4.5 5.5	1.5	5.53	3:3	0.4
Training trade	Engineer-	ing	1167	%	28.5	8.5	:	7:2	4-0	, 7 00 c	2.6	2.1	3.4	2:7	18.9
	Construc-	tion	1496	%	25.4	9.5	,	9.8	7.4	2.6	5.5	3.4	2.9	8.6	111
	TON	in	318	%	21.4	13.5	0.0	9.6	6-0	9.1	4 to	0-6	0.6	0.52	0-9 17-3
atus	ade	NOT full status	712	%	30-3	9.6	7.0	8.0	0.0	300	3:2	3.9	3.7	1 · · · · · · · · · · · · · · · · · · ·	1-0
Job status	In trade	Full	2371	%	29.1	7:7	4.8	7.7	8.7	2.0	2.5	2 7 2	2.5	2.1	1.4
		is:	3410	%	28-6	8-6	8.0	7.9	4.4	99	4.5	5.5	5.3	1.01	1.3
	1	Total	34	No.	974	765 294	272	569	254	190	142	8 8 8	08	5 8 8	531
			ALL FIRST jobs except where only job	(base for percentages)	Reasons for leaving Wanted more money	Redundant, job closed, cutting staff Didn't like work	For easier travelling	Disagreement with management, foreman	To gain experience	Dismissed	Offered more interesting job	Not getting anywhere Prejudices against trainees by work mates	Projudices against trainees by employers	Hours too long Monotonous	Wanted to start on own Prejudices against trainces by trade unions Other reasons

TABLE 94—ALL JOBS Question 57: "Why did you leave that job?" (by job status and training trade)

				Job status			Training trade	
	É	Total	In	In trade				
			Full	NOT full status	nor in trade	Construc- tion	Engineer- ing	Miscel- laneous
All Jobs except present Job (base for percentages)	10142	42	6244	1063	2150	5055	2645	1757
	No.	%	%	%	%	%	%	%
Reasons for leaving Redundant, job closed, cutting staff Wanted more money Disagreement with management.	2586 2256	25.5	30·2 24·9	26·3 25·5	19.0	35.1	19.7	15-8
foreman Didn't like work	845	6.13	œ v	00 00 00 00	9.5	00 V	7.6	11.2
For easier travelling Health reasons	583	5.0	6.7	9.5	40	9000	- 60 1	5.4
To gain experience Not getting anywhere	387	œ.c.	940	0.70	: ::	9.0	6.9	
Hours too long Found job in training trade	283	96.	110	144	1.50	1.5	is 4.	ω4. ∞ώ
Monotonous Wanted to start on own	179		1.7	2.3	1.0	.96.	, 60 60 60 60 60	21.5 27.5
work mates Prejudices against trainees by	141	1.4	1.6	3.5	0.3	1.8	4-1	6-0
employers Prejudices against trainees by	129	1.3	1.4	3.4	0.3	1.5	Ξ	1.4
trade unions Other reasons	73 1567	15.5	0.91	13.1	19.7	13.6	1.5	20:3

TABLE 95—PRESENT JOB
Questions 60 and dela: 'Ace you'll polity' (1795: 'Mpt red, to leave it or go back to it''
'Are you intending to continue a your need, engaged to place to it''
to wright you for the of the or all the second to the place of the plac

	(p)	training tr	ade, date of	birth and p	(by training trade, date of birth and physical condition of trainee)	tion of traine	(oc			-
									Physical	ical
			I	Training Trade	c	I	Date of birth		condition	tion
			Con-			1936	1926	1925	17.4	É
	E		struc-	Engin-	Miscel-	or	1935	and	Apie-	abled
	101		HOH	coung	lancous		000	000	2000	163
All trainees working at present	3916*		1556	1502	828	2335	988	5/6	3220	674
(base for percentages)	No.	%	%	%	%	%	%	%	%	%
Tramees answering:	113	0.0	3.5	2.7	6-1	3.0	2.7	5.4	3.0	2.1
Yes—arraid of redundancy	343	000	000	6.8	6-8	9.3	8.5	7.3	9.1	7:3
-Inote money elsewhere	200	÷	3.5	0.9	6.5	5-4	4.9	4.1	5.1	.+0
to return to trade	\$2	2.5	1.9	2.7	1-6	2.1	5.0	5.4	7.7	
dieffenierb noorconditions	8	.89	1.3	2.1	5-0	2.1	1.2	9.	6.1	7.7
—for other reasons	301	7.7	9.9	0-6	7.5	8.5	6.2	7-1	7.7	2.8
Total answering "Yes"	883	22.5	21-0	24-7	21.6	23.9	20.6	20.2	22.5	21-3
about ai continuo of beater	460	11.7	12-3	12.6	9-1	13.0	11:1	2.6	52.2	50.7
integration continue in many	107	2.7	2.4	3.3	2.4	3.0	2.2	5.6	12.4	10:4
Intend to go back	162	14	÷	5:1	4.4	4.0	3.9	5.5	17.8	515
-other answers	140	3.6	2.5	3-6	5.5	3.6	3.1	4.5	15-8	10.1
politica abanda cared	160	4.1	2.9	5.5	3.8	4.8	5.9	3.1	4.0	1.4
have bed interview	8	2.5	1.6	3.3	1.5	5.6	÷	2:7	2.3	7.5
-have already obtained job	42	Ξ	1:3	1.2	0.5	1:3	8.0	/-0	1.7	† †
-"Keeping eyes and	ţ	9.7	9		4.4	4.0	4.5	2.9	4.6	4.3
ears open	1//	9-	9 4	-	· ·	1.5	0.7	0.7	6-0	1.5
-have taken other steps -have NOT done anything	461		9.11	12.0	11.8	11.6	11.8	12.1	10.7	9:1
No -NOT thinking of	0000	0) [100	24.6	0.77	75.4	78-6	79.4	2.92	78-1
changing job	2008	0.07	+.0/	2				6.0	1-0	0.3
Not answered	25	0.7	9.0	0.7	0.0	100	0		0000	000
Total	3916	100.0	100.0	100-0	0-001	100.0	100-0	0-001	0-001	1000

*Includes fourteen trainees who did not give their age.

TABLE 96—FIRST JOB
Question 47: "How did you get to know about this job?"
(by training trade, date of birth and physical condition of trainee)

				Training Trade	de		Date of birth	_	Phy	Physical condition
All first jobs evoluding	Total	=	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
self-employed	4211*		1685	1191	915	2453	1071	673	3536	675
How heard of job;	No.	%	%	%	%	%	%	%	%	%
GTC placement officer	1481	35.2	33.8	36-1	36-0	35.2	34.8	36-0	35.4	33.9
Other GTC official	256	6.1	5.1	5.6	9.8	8.9	4.4	6-1	5.9	7.0
Employment exchange	206	8.91	16-7	17.9	14.9	16-1	17-2	18.3	16.2	1-61
Press advertisement	401	9.5	7.4	9.5	13.4	9.3	6.6	10.0	9.8	6.6
Enquired personally at firm	752	17.9	22.1	9.91	12:1	17.5	18.7	17.7	18.4	14.7
Told about it by friend, relative	363	9.8	0.6	8.2	9.8	9.5	8.5	6.7	8.7	9.2
Representative of firm came to GTC	134	3.2	9.1	4.6	3.6	3.3	3.2	2.7	:	4.6
Worked there before going to GTC	133	3.2	4.6	2.5	2.5	3.3	3.6	6.		: :
Other ways	102	2.4	2.1	2.8	2.3	2.0	2.4	3.7	1.7	
Not stated/don't know	10	0.5	0.2	0.1	0.1	0.1	0.1	0.3	0.5	0.4

*Includes fourteen jobs related to trainces who did not give their age,

TABLE 97--FIRST JOB

Question 47: "How did you get to know about this job?"
(by training centre)

					How	heard of	job			
	All trainees exclud- ing self- employ- ed (100%)	GTC plac- ement offi- cer	Other GTC offi- cer	Emp- ploy- ment Ex- change	Press Advert- isement	En- quired person- ally at firm	told about by friend, rela- tive	Rep- resen- tative of firm came to GTC	Worked there before	Other ways
Fraining centre Billingham Birmingham Blackburn Birmingham Blackburn Blackbu	184 102 134 210 213 102 172 156 310 158 124 135 91 119 119 119 119 178 178 178 178 178 178 178 178 178 178	% 37-0 37-3 36-6 15-7 43-2 48-1 33-2 48-1 32-2 51-6 34-1 42-0 22-2 27-5 45-5 49-5 49-5 49-5 49-5 49-5 49-5 49	% 3.3 13.7 10.0 9.4 6.9 4.2 1.9 6.7 5.1 1.2 1.2 1.3 3.2 1.2 1.3 3.5 9.7 5.3 5.4 6.7 6.0 10.5	% 9.8 18.6 14.9 9.9 12.14 9.9 12.2 12.2 12.2 12.2 12.5 13.3 6.2 25.3 14.6 12.3 14.5 11.2 11.1 7.6 25.3 14.6 25.8 11.3 14.5 11.2 11.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1	% 12:5 12:5 10:5 9:8 9:7 10:3 12:6 8:2 11:3 8:9 4:4 4:9 13:4 4:9 13:4 7:9 9:5 4:0 17:1 9:5	20-7 10-8 18-7 24-8 13-6 25-0 17-7 21-7 21-7 21-7 21-1 20-9 19-6 19-6 19-6 19-6 19-6 19-6 19-6 19	8.7 6.90 8.1 10.8 9.7 6.4 10.9 6.7 11.8 12.2 14.0 6.7 4.7 4.7 4.7 4.7 4.3 4.4 4.3 9.5 9.5 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7 4.7	% 8.7	9% 1-1 2-9 9-7 5-2-8 1-9 2-8 1-9 1-6 5-1 3-4 4-2 3-4 4-8 1-0 4-8 1-0 2-7 2-4-4 2-5	% 0.5 1.0 2 2.0 3.3 3.0 9.9 2.0 2.0 1.4 1.9 2.0 1.7 6.7 6.7 0.6 2 4.1 1.8 1.8 1.8 1.8 1.8 1.8 1.8 1.8 1.8 1
All centres	4211	35.2	6.1	16.8	9.5	17.9	8-6	3.2	3-2	2.4

TABLE 98—ALL JOBS
Question 47: "How did you get to know about this job?"
(by training trade, date of birth and physical condition of trainee)

					1					
			I.	Training Trade	de		Date of birth		Phy	Physical condition
	Total	lal	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All jobs excluding self-employed	13582*	5*	6829	4172	2551	8629	3197	1716	11875	1707
(base for percentages) How heard of ich	No.	%	%	%	%	%	%	%	%	%
GTC placement officer	1496	0.11		14·2	12.9	10.1	11.8	14.2	10.6	13.7
Other GTC official	268	2.0	1.3	2.3	3.3	2-0	1.5	2.4	1.8	5.8
Employment exchange	2230	16.4	15.4	18-7	15.6	15.3	17.9	19.3	15-7	21.4
Press advertisement	2527	18.6	15.5	20.2	24.3	18.6	18.8	18.5	18.8	18.3
Enquired personally at firm	3407	25.1	29.5	21.9	18.5	25.5	24.4	24.1	25.7	20.3
Told about it by friend, relative	2176	16.0	16.3	15.0	6-97	17.2	14.8	12-2	16.5	12.4
Representative of firm came to GTC	147	Ξ	0.5	1.9	1.4	1.0	1.2	Ξ	1.0	1.5
Worked there before	341	2.5	2.6	2.3	2.5	2.5	2.8	2.2	2.6	2.2
Other ways	352	5.6	2.5	2.8	2.5	2.5	2.7	3.0	2.3	4.7
Not stated/don't know	892	6.5	8.6	3.5	3.1	7.1	2.6	5.5	2.9	5.8

*Includes 40 jobs related to trainees who did not give their age,

TABLE 99—ALL JOBS
Question 47: "How did you get to know about this job?"
(by job number)

	Twelfth	19	%		1	1	23-9	16.4	40.3	14-9	1	1.5	
	Eleventh Twelfth	- 6	%		1	1	5.5	9.3	27-8	9.3	1	411	
	Tenth	125	%		1	1	10.4	10.4	24.0	13-6	1	1.6	
	Ninth	165	%		1	1	10-3	16.4	24.8	7.3	1	1.24	
	Eighth	243	%		1	1	9:1	16.0	31-7	Ξ	4.0	0.27	
mber	Seventh	364	%		1	1	13.7	15.4	28.8	16.8	1	2:5 0:8 0:8	
Job number	Sixth	565	%		1	0.5	14.3	19.8	31.2	13.8	1	3.2	
	Fifth	894	%		1	1	15.8	20-7	29.0	18.1	1	3.1 2.6 1.8	
	Fourth	1413	%		1	1	15·1	23-1	29.7	20.7	0-1	2:4 1:5	
	Third	2228	%		1	0.3	17-4	23-8	29.4	20.2	0.2	2·1 2·7 1·6	
	Second	3197	%		0.5	0.2	18-0	25.6	26.2	21.8	0.5	2·1 3·0 1·8	
	First	4211	%		35-2	6.1	16.8	9.5	17.9	9.8	3.2	3.2 2.4 0.1	
	TE .	32	%		0.1	2.0	16-4	18.6	25.1	16.0	Ξ	2.5	
	Total	13582	No.		1496	268	2230	2527	3407	2176	147	341 352 152	
		All jobs excluding - self-employed	(base for percentages)	How heard of job	GTC placement officer	Other GTC official	Employment exchange	Press advertisement	Enquired per- sonally at firm	Told about by friend, relative	Representative of firm came to GTC	Worked there before Other ways Not stated	

TABLE 100—PRESENT JOB

Question 47: "How did you get to know about this job?"
(by training trade, date of birth and physical condition of trainee)

				1					
			E					Phy	Physical
			training trade	ne		Date of birth	_	cond	ition
	Total	Con- struc- tion	Engin- eering	Miscel- laneous	or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All present jobs excluding	3645*	1390	1462	793	2149	925	558	3076	999
(base for percentages)	No. %	%	%	%	%	%	%	%	%
How heard of job									
GTC placement officer	291 8-0	4.7	11.4	7.6	7.0	6.8	10.4	7.7	8.6
Other GTC official	55 1.5	1.2	1.5	2.1	1.4	1.7	1.4	1.3	2.3
Employment exchange	584 16-0	14-7	17-9	14.9	15.4	16.4	17.7	15.6	19.0
Press advertisement	822 22.6	9.61	22.2	28.4	23.3	21.5	21.3	22.8	23.4
Enquired personally at firm	900 24-7	30.0	23.2	18.2	24.9	23.5	25.6	25.3	21.1
Told about it by friend, relative	710 19-5	22.1	17.0	19.4	21.3	17.7	15-4	20.1	32.9
Representative of firm came to GTC	52 1.4	9.0	2.2	1.5	Ξ	1.9	1.8	1.4	90
Worked there before	153 4-2	4.9	3.7	3.9	3.5	2.6	4.3	4.2	4-4
Other ways	130 3.6	3.6	3.4	3.9	3.6	3.4	3.6	5.9	2.9
Not stated/not answered	58 1.6	1.6	Ξ	1.5	1.4	1.3	1.3	1.6	1.4

*Includes thirteen jobs related to trainees who did not give their age,

TABLE 101—PRESENT JOB Question 47: "How did you get to know about this job?" (by job number)

1	Twelfth	26	%		I	I	23.2	9.61	37.5	14-3	1	[1.8	1
	Eleventh Twelfth	61	%		1	1	10.5	10-5	36.8	15.8	1	10.5	1	1
	Tenth	21	%		1	1	9.5	14:3	45.9	23.8	1	4.8	4.8	1
	Ninth	33	%		1	1	18.2	30-3	39-4	6.1	1	1.9	1	1
	Eighth	25	%		1	1	7.8	23.4	34.4	25-0	ı	6.5	4.7	3.1
si doi	Seventh	109	%		ı	1	22.0	21.1	26-6	29.4	1	6-0	2.8	6.0
Present job is	Sixth	173	%		1	9.0	12-7	28.9	31.2	20.8	1	1.7	2.9	2.9
	Fifth	286	%		1	ı	15.4	23.8	31.1	21.7	1	4.5	3.1	1.4
	Fourth	466	,°/		ı	1	15-0	27.0	28.3	22-7	-	3.6	3.6	1.5
	Third	726	%		I	0.4	15.6	27-1	28.2	23.6	0.4	3.9	3.2	1.7
	Second	875	%		1	0.5	17-8	28.5	22-3	23.0	0.5	3.7	4.3	2-1
	First	817	%		35.6	0.9	15.5	8.3	15.2	8.3	5.5	1.9	3.7	0.1
	tal	45	%		0.8	1.5	0.91	22.6	24.7	19.5	4	4.2	3.6	1.4
	Total	3645	No.		291	55	584	822	006	710	52	153	130	20
		All present jobs	excluding self-employed (base for percentages)	How heard of job	GTC placement officer	official	Employment exchange	Press advertisement	Enquired per- sonally at firm	Told about it by friend, relative	Representative of firm came to GTC	Worked there before	Other ways	Not stated

TABLE 102—FIRST JOB
Standard industrial classification of first job (question 44)
(Dy premod training trade, date of high and absolute or derings)

*Includes fourteen trainees who did not give their age.
Includes instances where adequate information was not obtained.

TABLE 103—ALL JOBS
Standard industrial classification of all jobs (unestion 44)
(by grouped training trade, date of birth and physical condition of trainee)

									, and	land.
			T	Training Trade	le	I	Date of birth		condition	tion
	Total	a	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All jobs	14057*	57*	7172	4228	2657	8972	3310	1752	1293	1764
(base for percentages)	No.	%	%	%	%	%	%	%	%	%
Standard industrial classification										
Metal manufacture Engineering and electrical goods	231	1.6	3.3	3.2	1:5	1.5	1.8	28.7	1.7	1.5
Shipbuilding and marine engineering	179	1.3	8.0	2.5	0.5	1.1	1.5	1.9	1.2	1.7
Vehicle manufacture Metal goods	689 708	9.4	0.3	5.0	1.5	÷ ∴ ∞	2.0	25.0	1.7	3.5
Timber and furniture	336	4 4	3.5	4.07	7.0	5.53	6-3	5.5	2.5	7:3
Construction	5442	38.7	9.69	6.9	5.7	41.3	37-6	27-2	41.5	18.4
Transport and communications	488	3.5	2.1	5.9	8.0	3.5	3.5	3.0	3.5	3.2
Distributive trades	869	2.0		2.5	34-1	4 ×	9.9	6.4	7.5	10-4
Other industries	578	4	900	940	6.9	3.0	4.	5.4	0.4	4. 6.
Not answered	715		6.7	7.6	* . T	2.1	C.+	0		,
Total	14057	100.0	100.0	100.0	100-0	100.0	100-0	100-0	100.0	100.0

*Includes 23 jobs relating to fourteen trainees who did not give their age.

TABLE 104—PRESENT JOB
Standard industrial classification of praent job (question 44)
(by grouned training trade, date of higher and physical condition of perions)

	(4)	(2) Browner among trace, ante of Dittil and physical condition of trainee)	me mann em	in or milli	and physical	continuon of	tramee)			
			T	Training Trade	de		Date of birth		Phy	Physical condition
	To	Total	Con- struc- tion	Engin- cering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All present jobs	35	3916*	1556	1502	828	2335	886	579	3311	609
(0.0	No.	%	%	%	%	%	%	%	%	%
Standard industrial classification										
Metal manufacture Engineering and electrical goods Shipbuilding and marine	900	23.0	5.9	4.1	15.9	2.3	22.1	31.6	2.5	32.3
engineering Vehicle manufacture	272	1.5	0.5	13.4	6.0	1-1	1.2	9:5	1.2	0.7
Metal goods Timber and furniture	82	250	0.4 0.6	0.5	0.0	<u></u>	3.55	200	- C	w. v.
Construction Transport and	327 1054	26.9	59.4 59.4		5.0	29.9	25.7	17.1	29.8	10-7
communications Distributive trades	207	6.63	3.5	33	11.2	5.1	8.5	5.5	5.5	0.5
Miscellaneous services Other industries	303	7.0	8 12	9.78	23.5	2.50	4.5	. e	8.9	- 80 L
Not answered	20	9.0	4.0	0-7	0.3	0.5	0.5	0.4	9.0	2 1
Total	3916	0.001	100.0	100-0	0.001	100-0	100.0	100.0	100-0	100-0

TABLE 105a—ALL JOBS
Standard industrial classification of job (question 44)
fro inh immher)

J

					(by job number)	namper)							
							Je	Job number	L				
	To	Total	First	Second	Third	Fourth	Fifth	Sixth	Seventh	Eighth	Ninth	Tenth	Eleventh & Twelfth
All jobs	140	14057	4243	3339	2330	1488	937	109	386	255	172	131	180
(base for percentages)	No.	%	%	%	%	%	%	%	%	%	%	%	%
Standard industrial classification													
Metal manufacturing	231	1.6	1.6	1.8	1.5	2.4	1.8	1.2	1.0	1-6	9-0	1	Ξ
Engineering and electrical goods	2558	18.2	27.2	19.8	15.6	11.9	10-7	8.5	5.4	4.7	4.1	1.5	2-0
Shipbuilding and marine engineering	179	1:3	4	1.2	Ξ	6.0	1.5	1.2	8.0	2.7	2.3	1.5	Ξ
Vehicle manufacture	689	4.9	6.9	5.7	8 4	0.4	3.0	9.0	÷.	2.5	0.53	2	ΞΞ
Timber and furniture	336	2.4	2.9	2.3	2.4	5.6	2-0		1-0	1:2	1.2	8.0	5.8
Other manufacturing industries Construction	766 5442	5.4	34.5	6.1	38.6	41.4	6.5	6.2	5·2 48·2	3.9 49.8	47:1	3.8	58-3
Transport and communications	488	3.5	44	2.4	5.2	5.8	7:4	4.5	÷.	2.0	0.6	2:3	2:2
Miscellaneous services	1109	7.9	10-9	000	7.1	6.5	5.9	4.7	6.5	9.0	1.5	57	15
Other industries Not answered	578 662	 	0.1	1.9	3:1	5.4	8:1	12.6	18:1	25.1	34.9	34.4	22-8
Total	14057	100.0	100.0	100-0	100.0	100.0	100.0	100.0	100.0	100-0	100.0	0-001	100-0

TABLE 1050—PRESENT JOB
Standard industrial classification of job (question 44)
(by job number)

								Job number	lo lo				
	-	Total	First	Second	Third	Fourth	Fifth	Sixth	Seventh	Eighth	Ninth	Tenth	Eleventh & Twelfth
All present jobs (base for percentages)	3	3916	833	953	778	909	307	195	121	73	37	25	88
Standard industrial	No.	%	%	%	%	%	%	%	%	%	%	%	%
classification Metal manufacture	96	2:4	÷	2.5	9	3.6	2.3	9.0	5	3			ć
Engineering and electrical goods	006	23.0	38.3	22.9	20.6	18.6	16.3	14.4	13.2	t 8-9	÷	1 6	6.8
engineering Vehicle manufacture	46 972	1.5	0.01	8	6.9	1.6	1.3	0.5	8.0	4.	5		2.3
Metal goods Timber and furniture	80	2.3	3.0	5.5	46	222	3.00	2.6	I	15.7	5.1	5 4	5-1-4- 5-1-8-
Construction Transport and	327 1054	8.4	5.3	20.1	10.5	10.9	37-1	10.3	5.8	8.2	73.0	8.0	1-1
communications Distributive trades Miscellaneous services	246	6:33	5.9	4.5	6.0	1.6.6	5.9	5.1	- 4·5 - 8·5	1.49	1 2	1.1	1.1
Other industries Not answered	303	0-1	0.1	9.4	10.4	9.5	5.9	2.1	9:1	7:2	2:7	000	2:3
Total	3916	0.001	100.0	0.001	100-0	0.001	0.001	0.001	0.001	0.001	0.001	0.001	0-001

TABLE 105c.—ALL JOBS
Standard industrial classification of job (question 44)
(by job number)

							J	Job number	ь				
	Total	_	First	Second	Third	Fourth	Fifth	Sixth	Seventh	Eighth	Ninth	Tenth	Eleventh & Twelfth
All jobs for which S.I.C. is	13413	3	4240	3277	2258	1408	861	525	316	161	112	98	139
(base for percentages)	No.	%	%	%	%	%	%	%	%	%	%	%	%
Metal manufacturing	231	1.7	1.6	1.9	1.5	2.4	2.0	1.3	1.2	2.1	6.0	1	1.4
Engineering and electrical goods	2558	19.1	27-2	20.2	1.91	12-6	11.6	2.6	9-9	6.3	6.5	2.3	6-5
Shipbuilding and marine	179	5	4	1:3	Ξ	1.0	1.6	1:3	6-0	3.7	3.6	2:3	4.5
Vehicle manufacture	689	5.1	6.3	× ×	2.0	6.3	5.5	210	77.	0.7	0.0	3 1	4
Metal goods Timber and furniture	336	5:5	5.5	2.3	2:4	2:7	2-5	1.7	127	1.6	. 00	1.2	3.6
Other manufacturing industries	766	5.7	3.5	6.5	7-6	7.6	7:1	7-0	6.3	5.2	72.3	5.8	1.4
Construction	2447	0.0+	0.+0	7.00	33.0	}	2						ć
communications	488	3.6	4.1	4.3	5.3	5.4	5.1	÷ +	- 4 - 1	5.0	6.6	 	7.7
Distributive trades	869	5.5	6.4	9.0	900	1.0	0.4	0 4	0.0		, —	i en	il
Miscellaneous services Other industries	578	. . 6	2.3	2.50	5.6	5.5	4.9	3.0	4.7	5.6	6-0	8.9	2.2
Total	13413	0.001	0-001	0-001	100-0	0-001	0-001	0-001	100-0	100.0	10-00	100.0	0.001

TARLE 106 FIRST JOB: ALL JORS: PRESENT JOB Socio-economic group at commencement of jobs (question 45) (hy assessment of type of work)

Accessment In training trade Foll Not Not in Total status full training All FIRST inhe or above ctatue (base for percentages) 42428 2972 856 40.4 Nο 0/ % % % Socio-economic group Employers and managers 0 0.2 0.2 0.7 Intermediate non-manual Á 0.1 0.1 Junior non-manual 0.4 2.0 1.6 5.0 Personal service workers 2.9 3.4 2.0 0.5 Foremen and supervisors 10 0.2 0.2 1.0 Skilled manual workers 2405 82.4 80.0 75.8 47.3 Semi-skilled manual workers 420 9.9 4.4 20-1 28-7 Unskilled manual workers 58 1.4 0.2 13.9 Others 24 0.6 0.6 0.1 1.5 Inadequately described/no answer 8 0.1 0-1 0.1 Total 4243 100-0 100-0 100-0 100-0 All jobs 140574 8510 1304 3549 (base for percentages) No % 0/ % % Socio-economic group Employers and managers 153 1.1 0-9 Intermediate non-manual 39 0.3 0.1 0.8 Junior non-manual 208 2.8 1.4 1-4 Personal service workers 1.5 1.3 Foremen and supervisors 0.8 0.7 0.1 Skilled manual workers 9783 69.5 88-8 67.5 36.9 Semi-skilled manual workers 1684 12.0 3.0 28-8 29.7 Unskilled manual workers 578 0.0 Others 0.5 Inadequately described/no answer 5.0 ñ.2 0.8 Total 14057 100-0 100.0 100.0 100.0 All PRESENT iobs 3916† 2266 241 1399 (base for percentages) No % % % % Socio-economic group Employers and managers 02 2.3 2.2 3.1 Intermediate non-manual 26 0·5 9·2 1·2 Junior non-manual 195 5-0 2.6 2.5 Personal service workers 50 1.4 0.4 Foremen and supervisors 49 1.3 0.9 0.4 1.9 Skilled manual workers 2524 64.5 83.5 58-5 34.5 Semi-skilled manual workers 611 36.9 31.6 Unskilled manual workers 169 4.3 0.0 12.0 Others 182 4-6 1.2 4.4 Inadequately described/no answer

Total

18 0.4 0.5 0.1 1.6

> 100-0 100-0 100.0 100.0

³⁹¹⁶ *Includes eleven first jobs for which there was no information as to whether in or out of trade. †Includes 694 all jobs for which there was no information as to whether in or out of trade. Includes 10 present jobs for which there was no information as to whether in or out of trade.

TABLE 107—FIRST JOB
Socio-economic group at commencement of first job (question 45)
for oronned remine rade, date of birth and physical condition of trainee)

	(by gr	ouped training	ng trade, da	te or pirtin a	(by grouped training trade, date of birth and physical collution of dames)	olidition of t	(dillico)			
									Physical	ical
			T	Training Trade	9	П	Date of birth		condition	tion
	To	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All first jobs	42	4243*	1692	1616	935	2468	1081	089	3557	989
(base for percentages)	No.	%	%	%	%	%	%	%	%	%
Socio-Economic group										4
Employers and managers	6	0.2	1	0.1	0.7	0.5	0.5		0.5	9-0
Intermediate non-manual	4	0.1	I	0.5	0.1	1.0	0.1	1	1	I
Junior non-manual	94	2.2	0.1	5.2	6.0	2.8	1.7	1.2	1.7	8.4
Personal service workers	121	5.9	1	1	12.9	3.0	3.5	1.5	2-3	5-7
Foremen and supervisors	10	0.2	0.1	0.5	0-5	0.5	9.0	0.1	0.2	9-0
Skilled manual workers	3495	82.4	92.0	78.8	71.2	83-7	80-3	6.08	84-9	69.4
Semi-skilled manual workers	420	6-6	6.1	13.8	10-1	8.2	911-6	13-7	89 89	15-6
Unskilled manual workers	28	4-1	1.2	1.2	1.9	1.3	4	1.2	1:3	1-9
Others	24	9-0	0.4	0.2	1.5	4.0	0-7	6-0	4.0	1.2
Inadequately described/no answer	00	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.2
Total	4243	100-0	100-0	100-0	0.001	0-001	100.0	0.001	100.0	100.0

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TABLE 108—ALL JOBS
Socio-economic group at commencement of all jobs (question 45)
(by group training trade, date of birth and physical condition of trainee)

						0			-	
			·	Training Trade	de		Date of birth	-4	Phy	Physical condition
	F	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis-
All jobs (base for percentages)	140	14057*	7172	4228	2657	8972	3310	1752	12293	1764
Socio-economic group	No.	%	%	%	%	%	%	%	%	%
Employees and managers	153	Ξ	6.0	0.7	2.2	0.1	1:3	9.1	9	=
Intermediate non-manual	39	0.3	0.1	6.4	0.5	0.3	0.3	0:	0.3	
Junior non-manual	398	2.8	6.0	5.4	3.9	2.9	2.7	2.0	2.5	t œ
Personal service workers	245	1.7	0.2	0.4	8.1	1.7	2.0	5:	-	6.5
Foremen and supervisors	115	8.0	8.0	8.0	6.0	9.0	1:3	0.0		1 0
Skilled manual workers	9783	69.5	73.5	7-79	9.19	70-1	69.2	67.5	20.0	7 7
Semi-skilled manual workers	1684	12-0	9.8	16-7	13.7	10.7	13:1	16.3	2 7	t 10
Unskilled manual workers	578	4-1	3.7	4.7	4.2	4.1	3.7	4.7		10.0
Others	355	2.5	3.2	1.0	3.0	2.8	2.3	- 4	2.6	† o
Inadequately described/no answer	707	5.0	8.0	2.0	1.6	2.6	4-1	3.7	. 4	. 4.
Total	14057	100.0	100-0	100.0	100.0	100-0	100.0	100.0	100-0	100.0

*Includes 23 jobs relating to fourteen trainees who did not give their age.

TABLE 109—PRESENT JOB Socio-economic group at commencement of present job (question 45) (by grouped training trade, date of birth and physical condition of trainee)

									Dimini	100
			Ţ	Training Trade	ų	П	Date of birth		condition	tion
	Total	-	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All present jobs	3916*		1556	1502	858	2335	886	579	3311	909
(base for percentages) Socio-economic group	No.	%	%	%	%	%	%	%	%	%
Employees and managers	92	2.3	2.7	4-1	3.4	2.6	2.5	1.2	2.3	2.0
Intermediate non-manual	26	2.0	9.4	7.0	1.0	7.0	7.0	0-3	9-0	1.0
Junior non-manual	195	5.0	2.4	7.2	5.7	5-2	4.3	5.5	4.3	8-7
Personal service workers	20	1:3	0.1	9.0	4.5	1.2	1.6	6-0	6-0	3.1
Foremen and supervisors	49	1:3	1.9	0.7	1.0	1.0	1.7	1:4	1.2	1:3
Skilled manual workers	2524	64.5	6.99	65.4	58-3	65.2	64.8	8.09	66.3	54.6
Semi-skilled manual workers	611	15-6	13-1	17-4	17-0	14.3	16-0	20-4	14.9	19-3
Unskilled manual workers	169	4.3	4.6	4.7	3-0	3.8	3.9	6.7	4.1	5.3
Others	182	4.6	7.2	1.6	5.4	5.4	4.1	5.6	4.7	4.1
Inadequately described/no answer	18	4-0	7.0	0-3	0.7	9-0	0.4	0.7	0.5	-
Total	3916	100-0	100-0	100-0	100-0	100-0	100.0	100.0	0.001	100.0

^{*}Includes fourteen jobs relating to trainees who did not give their age.

TABLE 110a.—ALL JOBS Socio-economic group at commencement of job (question 45) (by job number)

		Fleventh Twelfth	Twentin	1/8	%			1	1 2	2	1 %	2.0	0.6	5.1	3.5	100.0
		Fleventh	100	102	%						,	49.0	3.9	2.0	38-2	100.0
		Tenth	101	ICI	%		1	å	9 0	0 0	3 1	46.6	6.9	3.8	35.0	100.0
		Ninth	173	7	%		5:1				1.7	44.8	10.5	2.3	36-0	100.0
		Eighth		0	%		9.4	1	9.	8.0	8.0	52.2	7.5	3.5	26-1	100.0
	Job number	Seventh	386		000		8.0	1	1.8	0.3	0.3	55.4	10.4	6.5 6.9	9.61	100.0
	Jobn	Sixth	109	é	%		1.3	0.3	2.2	0.5	1.7	57.1	11.8	6.5	14·1	0-001
1		Fifth	937	0	ę		1.5	0.1	2.9	Ξ	1:3	62.2	= 4	3.5	9.5	100-0
		Fourth	1488	70	0		1.8	0.5	3.2	Ξ	9	62.0	14.3	3.9	9.6	100.0
		Third	2330	%	2		8· I	0.4	3.3	1:3	1:3	65-4	14.8	3.0	3.6	0.001
		Second	3339	%			4:	0.4	3.8	 	8.0	8.69	12.9	2.8	2.1	100-0
		First	4243	%			0.5	<u>-</u> 0	2.2	2.9	0.2	82.4	6-6	0.6	0.1	100-0
		Total	14057	%			Ξ	0.3	2.8	1.7	8.0	69.5	12.0	2:5	5.0	0.001
		Ĭ	140	No.			153	39	398	245	115	9783	1684	578 355	707	14057
			All Jobs (base for	percentages)	Socio-economic	group Employers and	managers Intermediate	non-manual Junior	non-manual Personal service	workers Foremen and	supervisors Skilled manual	workers Semi-skilled	workers Unskilled	workers Others Inadequately	answer	Total

TABLE 110b—PRESENT JOB Socio-economic group at commencement of job (question 45) (by job number)

	Twelfth	19	%		I	1	1.5	ì	1.5	65.7	7.5	6-0	2.9	100-0
	Eleventh Twelfth	21	%		I	1	I	I	1	90.5	8.4	4	1	100-0
	Tenth	25	%		I	4.0	1	4.0	I	96.0	12.0	8.0 16.0	I	0.001
	Ninth	37	%		5.4	2.7	1	1	2.7	9-19	13-5	15	1	100-0
	Eighth	73	%		1.4	1	2.7	7	2.7	64-4	11.0	8.5	1.4	0.001
mber	Seventh	121	%		2.5	1	3.3	I	1	58-7	16.5	7:4	6.0	100.0
Job number	Sixth	195	%		3.1	1.0	4.1	1.0	4.1	56-4	14-4	9.2	I	100.0
	Fifth	307	%		1.6	0.3	5.5	1.0	2.3	65.9	14-7	5:2	1.6	100.0
	Fourth	909	%		3.4	1.0	6.4	9.1	1.2	58-5	17.6	5-3	0.2	100.0
	Third	778	%		3.5	1.2	0-9	1.7	1.7	9.89	18.6	4:4	0.2	100.0
	Second	953	%		2.7	9.0	2.8	6.0	6-0	65.9	16-6	4 4 5 8 5	9.0	100.0
	First	833	%		9.0	0.1	4.3	9-1	0.2	78-0	12.5	13	0.5	100-0
	le le	9	%		2.3	2.0	5-0	1:3	1:3	64.5	15.6	4.3	4.0	100-0
	Total	3916	No.		92	56	195	20	49	2524	611	169	18	3916
		All PRESENT Jobs	(base for percentages)	Socio-economic	Employers and managers	Intermediate non-manual	Junior non-manual	Personal service	Foremen and supervisors	Skilled manual workers	Semi-skilled manual workers	manual workers Others	Inadequatery described/no answer	Total

Trade union membership in traince's previous job (question 7)
(by training trade, date of birth and physical condition of traince)

Physical condition	Dis- abled	694	%	54-2	10.2	2.6	7.8	2.9	2-0	6.0	0.5 13.8 0.3
Phy	Able- bodied	3562	%	55-0	11.8	9.6	5.5	3.5	1.7	1.2	0.1 0.1 0.1
	1925 and before	889	%	36-0	13-7	8.7	6-11	4.4	2.2	1.5	0.7 18.2 0.3
Date of birth	1926 to 1935	1083	%	44.5	15.0	0-9	7.2	2-1	2.5	Ξ	1.3 14.4 0.2
	or later	2471	%	9.49	9.4	4.5	3.7	2.1	8.0	1.0	0.000
le	Miscel- laneous	939	%	61.3	9.4	4.6	3.4	25.0	1.4	0.5	1.2 0.5 0.2 0.2
Training Trade	Engin- cering	1624	%	46.7	11.4	6.6	8.7	3.9	1.7	0.5	13.2 0.5 0.5 0.5
T	Con- struc- tion	1693	%	59.1	12-7	2.1	4.5	3.1	1.4	2.0	0.0 10.9 0.1
	Fotal	4256	%	54.8	11.5	5.6	5.9	3.1	1.5	Ξ	0.000
	T	42	No.	2334	488	238	251	134	4	47	45 520 9
		All trainees (base for percentages)	Membership	NOT a member of a trade union Member of:	Transport and General Workers Amalgamated Union of	Engineers and Foundry Workers National Union of Mine	Workers National Union of General	and Municipal Workers National Union of Scamen National Union of	Railwaymen Amalgamated Union of	Building Trade Workers Union of Shop, Distributive	and Allied Workers Electrical Trades Union Others Not answered

TABLE 112
Action taken in respect of trade union membership whilst at GTC (question 25)
(by training trade, date of birth and physical condition of trainec)

	ical	Dis- abled	694	%		8.9	8-9	9-01	30.5	0.1	47-1
	Physical condition	Able- bodied	3562	%		12.8	6.2	14.5	30-9	6-0	42.3
-		1925 and before	889	%		8.4	8-01	17.0	41.4	6.0	31.2
	Date of birth	1926 to 1935	1083	%		9-6	0-6	17.5	36-7	1:1	35-5
	-	1936 or later	2471	%		14.2	4.5	11:3	25-3	9.0	49.9
	9	Miscel- laneous	939	%		3.0	4.5	2.3	29.8	0.2	61-3
	Training Trade	Engin- eering	1624	%		6-9	10.2	11-6	35-8	1.2	41.1
	E	Con- struc- tion	1693	%		22.1	4.7	22.2	26-7	0.7	35-1
		Total	4256*	%		12:1	2.9	13.8	30.9	8.0	43.2
		To	42	No.		514	286	586	1313	33	1839
			All trainces	(base for percentages)	Action taken	Joined T.U. for first time	Remained in former T.U.	Joined a different T.U.	Let membership lapse	Rejoined former T.U.	None of these

Action taken in respect of trade union membership in FIRST job (question 50)

Are training trade, also, factor, and actions and action of branch and actions are actions and actions and actions and actions are actions as a second action action action action action actions are actions as a second action action actions are actions as a second action action actions action action action action action action action actions are actionated actions action action action actions action action

		9	ann fanns	nun mun	(-)	ntion of tran	lee)			
			F	Training Trade	2		Date of birth		Phys	Physical condition
	Total	_	Con- struc- tion	Engin- ecring	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis-
All first jobs (base for percentages)	4243*		1692	1616	935	2468	1801	089	3557	989
100	No.	%	%	%	%	%	%	%	%	%
Action taken										2
Joined T.U. for first time	483	11.4	8.6	16-4	4.5	13-4	9.5	7.5	:	13.1
Remained in former T.U.	1189	28.0	43.3	24.2	7-1	25.9	30-0	31.5	20.3	33.1
Joined a different T.U.	573	13.5	10.2	21.5	5.7	10.2	17.5	19.4	13.5	13.0
Let membership lapse	296	7-0	2.9	6-9	7.7	6.5	0.8	6.9	7.3	5.5
Rejoined former T.U.	73	1.7	1.2	2.5	1.3	1.6	1:3	2.8		
None of these	1677	39.5	29.8	30.1	73-3	43.2	34.4	34-1	38-1	8.44

A few trainers both joined a new T.U. and remained in their former one, honce percentages add to more than 100-0.
Most of this who let their membership lapse and those who took none of the other possible courses of action together comprise non-members of ande informs. Notes: 1.

TABLE 114
Action taken in respect of trade union membership in PRESENT job (question 50)
(by training trade, date of birth and physical condition of trainee)

Physical	Ition	Dis- abled	909	%		12.0	23.9	13.8	14.4	3.2	35-2
Phys	cond	Able- bodied	3311	%		7.8	30.5	13.8	15-3	4.3	40.0
		1925 and before	579	%		5.2	34.5	18.8	13.8	6.4	25.6
	Date of birth	1926 10 1935	886	%		6-9	32-9	15-8	14-2	4-4	28-6
		1936 or later	2335	%		6.6	26-7	11.7	16-0	3.5	35.7
		Miscel- laneous	858	%		10-4	8.7	11-9	12:1	3.1	8-55
	Training Trade	Engin- cering	1502	%		10-9	31.7	18-4	15.4	5.7	22.1
	E	Con- struc- tion	1556	%		4.9	38.8	10.3	16.6	3.1	29.6
		Total	3916*	%		8.4	29.5	13.8	15.2	4.1	32.5
		7	39	No.		329	1155	540	595	162	1271
			All present jobs	(base for percentages)	Action taken	Joined T.U. for first time	Remained in former T.U.	Joined a different T.U.	Let membership lapse	Rejoined former T.U.	None of these

A few trainees both joined a new T.U. and remained in their former one, hence percentages add to more than 100-0. Most of those who let their membership layse and these who took none of the other possible courses of action together comprise non-members of trade unions. Notes: 1.

TABLE 115—ALL JOBS
Action taken in respect of trade union membership in ALL jobs (question 50)

(by job number)

		Twelfth	78	300			ı	41.0	6.4	16-7	5.1	3.8	28.2
		Eleventh	102	%			1	29.4	2.0	8.6	4.9	38.2	15-7
		Tenth	131	%			1	32.1	3.1	6.6	8.0	35.9	18.3
		Ninth	172	%			1.2	31.4	9.0	10.5	2.3	36.6	17.4
I		Eighth	255	%			0.4	40.0	3.5	5.9	2.4	26.7	21.6
	Job number	Seventh	386	%			1.0	35.0	4.1	Ξ	2.1	19.7	28-0
	Job m	Sixth	109	%			1.8	36.6	5.8	13.6	3.0	14.6	26.6
		Fifth	937	%			2.7	36.5	6.5	14.3	2.3	2.6	30.6
		Fourth	1488	%			5.6	35.3	7.2	15·1	3.0	9.9	32.6
		Third	2330	%			4.0	36.1	8.8	15.2	2.5	3.9	32.6
		Second	3339	%			5.3	37.0	7.4	14.0	3.0	2.5	33.4
		First	4243	%			11.4	28-0	13.5	7-0	1.7	0.2	39.5
		Total	14057	%			5.9	33.8	0.6	6:11	2.4	5.4	33.7
		To	14	No.			836	4751	1260	1668	344	292	4737
			All jobs (base for		ction taken	Joined T.U. for	first time Remained in	former T.U.	different T.U.	lapse Rejoined former	Ť.U.	Not answered	None of these

A few trainess both joined a new T.U. and remained in their former one, hence percentages add to more than 100-0.

Noted those who let their membership lapse and those who took none of the other possible courses of action together comprise non-members of trade unions. Notes: 1.

TABLE 116—ALL JOBS
Whether accepted as fully skilled by trade unions in ALL jobs (question 51)
(by job number)

	Twelfth	78	%		47.4	ı	7.7	6-4	28.2	10.3	0.001
	Eleventh Twelfth	102	%		29.4	1	2-0	5.9	22.5	43.2	100.0
	Tenth	131	%	_	31.3	1	1.5	6-9	20.6	39.7	100.0
	Ninth	172	%		32-0	1	1.7	4.1	21.5	40.7	100-0
	Eighth	255	%		37.6	1	3.9	3.9	25-1	29.5	100.0
Job number	Seventh	386	%		33.2	1	4.7	7:0	31-1	24.0	100.0
Job nu	Sixth	601	%		34.9	8:0	5.3	8.0	32.8	18.2	100.0
	Fifth	937	%		34.2	0.5	5.4	10-1	36-3	13.5	100.0
	Fourth	1488	%		33-7	0.5	6.5	11.6	38.3	9-4	100-0
	Third	2330	%		32.0	1.5	6.2	14.3	38.6	7.4	0-001
	Second	3339	%		29.6	5.6	9.9	17-8	38-4	5.0	0.001
	First	4243	%		21.2	5.1	7.9	28.9	35-1	<u>*</u>	0.001
	Total	14057	%		28.8	2.5	9-9	18.0	36-0	÷	100.0
	To	14	No.		4051	353	922	2534	5069	1128	14057
		All lobs	(base for percentages)	Whether accepted	Yes—within 8 weeks or less	within longer period	Don't Know whether accepted	NOT accepted	No trade union	Not answered	Total

TABLE 117—ALL JOBS

Whether accepted as fully skilled by trade unions in ALL jobs (question 51) (by training trade, date of birth and physical condition of trainee)

			F	Training Trade	de		Date of birth		Phys	Physical condition
	To	Total	Con- struc- tion	Engin- eering	Miscel- laneous	or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All jobs (base for percentages)	140	14057*	7172	4228	2657	8972	3310	1752	12293	1764
	Š.	%	%	%	%	%	%	%	%) ⁰
Whether accepted										
Yes-within 8 weeks or less	4051	28-8	35.8	27.0	12.5	27.8	30.5	30.6	29.9	22.7
-within longer period	353	2.5	2.7	2.8	4.	2.3	2.9	2.7	2.4	3.0
Don't know whether accepted	922	9.9	6.5	6.3	7.1	6-9	5.5	9.9	6.5	7.5
NOT accepted	2534	18.0	15·1	27.3	11.2	16.6	9.61	22.3	17.8	20.5
No trade union	9069	36-0	28.4	32.2	62.7	37.6	34.6	30.5	35.0	40.4
Not answered	1128	8.1	11.5	4.4	5.1	8.8	6.9	7.3	8.4	6.6
Total	14057	100.0	100-0	100.0	100.0	0.001	100.0	100-0	0.001	100-0

*Includes 28 jobs relating to trainees who did not give their age,

TABLE 118—FIRST JOB
Whether accepted as fully skilled by trade unions in FIRST job (question 51)
(by training trade, date of birth and physical condition of trainee)

-	Physical condition	Dis- abled	989	%		19-7	4.2	9.8	27-1	38-1	2.3	0.001
-	Phys	Able- bodied	3557	%		21.6	5.5	7-8	29-5	34-0	1.9	0.001
		1925 and before	089	%		24-3	4.6	7-1	31.0	30.7	2.3	0-001
	Date of birth	1926 to 1935	1081	%		23-2	9.6	5.7	30.8	32.9	1.8	0.001
	_	1936 or later	2468	%		19-4	4.9	9.1	27-6	37.2	1.8	0.001
	9	Miscel- laneous	935	%		7.9	1.9	7.7	12-7	67.2	2.7	0.001
	Training Trade	Engin- eering	9191	%		24-1	4.4	7.4	36-8	25.9	1.4	0.001
	Ē	Con- struc- tion	1692	%		25-7	7-4	8.5	30.4	26-1	1.9	0-001
		Total	4243*	%		21.2	5.1	7.9	28-9	35.1	1.8	100-0
		To	42	No.		868	215	336	1228	1488	78	4243
			All first jobs	(base for percentages)	Whether accepted	Yes-within 8 weeks or less	-within longer period	Don't know whether accepted	NOT accepted	No trade union	Not answered	Total

TABLE 119—PRESENT JOB
Whether accepted as fully skilled by trade unions in PRESENT job (question 51)
(by training trade, date of birth and physical condition of traines)

	-									
			T	Training Trade	de		Date of birth	_	Phy	Physical condition
	Ţ	Total	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All present jobs	35	3916*	1556	1502	858	2335	886	579	3311	605
(columns of to some)	No.	%	%	%	%	%	%	%	%	,6 ⁰
Whether accepted										:
Yes-within 8 weeks or less	1280	32.7	40.9	32.2	18.5	31.3	34.0	35.9	34.3	25-7
-within longer period	194	5.0	5.5	5.7	2.7	4.7	0.9	4.3	4.8	5.1
Don't know whether accepted	270	6.9	6.9	0.9	4.8	7.7	5.4	6.2	8.9	
NOT accepted	570	14.6	7.3	24.6	10-3	12.5	16.8	18.8	14.6	15.5
No trade union	1484	37.9	35.9	29.4	56-3	40.9	35.0	30.9	36.7	41.4
Not answered	118	2.9	3.5	2.1	3.8	2.9	2.8	3.9	2.8	4.2
Total	3916	100.0	100-0	100.0	0-001	100-0	100-0	100.0	100-0	100.0

TABLE 120 Whether accepted as fully skilled by trade unions (question 51) (by race of trainee and whether TU member)

(6	y race or t						
				Race		TU me	mber
	Tota	al	White	Col- oured	Doubt- ful	Yes	No
All FIRST jobs	4243	3*	3887	211	14	2313	1930
(base for percentages)	No.	%	%	%	%	%	%
Whether accepted in FIRST job Yes—within 8 weeks			21.4	20.9	14.3	36-1	3.3
or less —within longer	898	21.2			14.3	8.7	0.7
period Don't know whether	215	5-1	5.1	4.7	_		
accepted	336	7-9	7.6	11.8	-	7.7	5-9
NOT accepted No trade union Not answered	1228 1488 78	28·9 35·1 1·8	29·7 34·7 1·6	18·5 41·7 2·4	28·6 50·0 7·1	42·5 3·5 1·5	12·7 73·0 4·4
Total	4243	100-0	100-0	100-0	100-0	100-0	100-0
All jobs	1405	57†	12958	623	31	7156	6901
(base for percentages)							
Whether accepted in ALL jobs							
Yes-within 8 weeks or less	4051	28-8	28-9	25.8	16.1	52-1	4.6
—within longer period	353	2.5	2.5	2.7	-	4.6	0.4
Don't know whether accepted	922	6.6	6.3	10-0	-	7-6	5-4
NOT accepted No trade union Not answered	2534 5069 1128	18·0 36·0 8·1	18·1 35·8 8·4	17-0 38-5 5-9	22·6 54·8 6·5	27·9 5·4 2·4	7·8 67·8 14·0
Total	14057	100-0	100-0	100-0	100-0	100-0	100-0
All PRESENT jobs	39	16	3583	198	14	2179	1737
(base for percentages) Whether accepted in PRESENT job							
Yes—within 8 weeks or less	1280	32-7	32.8	33-3	7-1	53.9	6-1
—within longer period	194	5.0	5-1	3.5	-	8.0	1:1
Don't know whether accepted	270	6-9	6.7	10-6	-	7.7	5-9
NOT accepted No trade union Not answered	570 1484 118	14·6 37·9 2·9	14·5 38·1 2·9	15·2 34·8 2·5	28·6 57·1 7·1	22·3 5·5 2·8	4·8 78·6 3·5
Total	3916	100.0	100-0	100-0	100-0	100-0	100-0

^{*}Includes 131 trainees whose race was not recorded. †Includes 131 jobs relating to 445 trainees whose race was not recorded,

TABLE 121

Question 73; "Has the attitude of the trade unions made it easier or harder for you to use the skills you learned at the training centre or has it made no difference?" (by birth place of trainee, race of trainee and importance of trade union protection)

Total Great Else White Colour Duals First			-									
One of the cities of processing the control of the cities of processing t				Birthp	lace		Race			Trade	union n ranked	
Chare for preventings 41.56° 318.2 39.2 388.3 31.3 14 359 289.3 37.7 The atfitude of trade union makes workers required makes workers	A II Ann Conne	Total	2 E		Else- where	White	Colour- ed	Doubt- ful	First, second, third	Fourth, fifth, sixth		Don't know
No. % % % % % % % % % % % % % % % % % % %	(base for percentages)	4256*	38	862	392	3895	213	41	350	959	2893	37
16 174	Effect of the attitude of trade union			»°	%	%	96	96	96	90	%	,0°
19 04 04 08 04 14 09 09 09	made no difference		_	9	77.8	74.0	8-64	71.4	67-1	70.3	7-97	62.2
Party you cought include generally 187 3-6 12-1 1-1 1-1 1-1 1-1 1-1 1-1 1-1 1-1 1-	accept you Tecognition makes workers			b:0	8.0	0.4	4.	ı	6.0	6-0	0.3	
David accept as fully skilled 257 6-3 5-4 5-1 6-3 4-7 7-1 16-9 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-6 8-1 10-3 3-7	accept you TU recognition helps generally Cannot say in what way				1.3	3:1	6.46	112	- 8.5 - 8.5	5.0	0.00	-
Duby Tacoppt and Milkeld and State 1 and State 1 and State 2 and S	Total saying 'easter'			5:4	5:1	6.3	4.7	7.1	16.9	10.5	3.6	- i
The interployers are given to be in union for a period before 2 of 2 o	: Don't accept as fully skilled		L	60	8.4	6.2	1.9	7.1	5.3	6.3	6.4	2.7
Total saying 'harder' 201 4-7 4-4 6-9 4-6 5-6 14-4 4-9 3-7 11-1 27-0 1-9 1-1 27-0 1-9 1-1 1-9 1-9 1-9 1-9 1-9 1-9 1-9 1-9	nt employers taking you on to be in union for a period before			000	2.6	 	9	1.	5.6	6.5	3.6	2:7
Total styling 'harder' 627 147 152 102 151 99 77 11-1 157 150 27 Inswerted 201 4-7 44 69 46 55 144 49 35 4-7 270	ng accepted as skilled ter ways			φ.i.	0.3	3.4	5.8	11	0.0	3.5	3.7	1.1
Inswered 201 4.7 4.4 6.9 4.6 5.6 14.4 4.9 3.5 4.7 27.0				-2	10.2	15:1	6.6	7.1	11:1	15.7	15.0	2.7
	inswered	201 4	7	4	6.9	4.6	9.6	14.4	4.9	3.5	4.7	27.0

rees who did not rank trade union protec-*Includes

Question 73: "I has the attitude of the trade unions made it easier or harder for you to use skills you learned at the fraining occurs, or has than the no difference?" in the first of the course, by the trade of the course, the state of the course of the trade of the course of the trade of the course of the c

		Total		_			T.	Training trade	de			
				0	Construction	uc	ā	Engineering	-	M	Miscellaneous	JS
	Grand	In*	Not int	Total	In* trade	Not in trade	Total	In* trade	Not in trade	Total	In* trade	Not in↑ trade
All trainees	42561	2400	1853	1693	1077	919	1621	845	176	939	478	461
(column and tot pend)	8	%	%	%	%	%	%	%	%	%	%	%
Effect of attitude of trade unions Has made no difference	74.3	78.8	68.4	78·1	81.6	71.9	6.59	72.2	1.65	6-18	84-3	79.4
Easier: TU recognition makes	0.4	0.7	0.5	8.0	Ξ	0.3	0.3	0.5	0.1	1	1	ı
TU recognition makes	2.0	2+5	4:1	3.2	3.8	2.3	1.5	1.9	1.2	2.0	8-0	2.0
TU recognition helps generally	3.0	3.9	1.8	0.0 0.0	4.9	2:3	3:3	4.4	2.1	0-7	0.8	0.5
Total saving "easier"	6.9	8:1	3.7	8.4	10.5	4.9	6.4	8.4	3.0	1.8	2.3	1:3
Harder: Don't accept as fully skilled	6:1	4-	1,86	3.0	2.0	4.5	3:1	2-0	14.7	3.2	1.0	2.8
Prevent employers taking you on	3.7	2-0	5.7	1.9	9.0	4-1	6.7	4.4	9.3	7	8.0	2-0
Have to be in union for period before being accepted as skilled	0.8	4.6	1.2	3.0	0.9	9.0	4.6	30.6	6-7	0.3	1:3	2.0
In ounce ways Total sanius 'barder'	14.7	9.8	21.5	9.3	4.7	17.2	23-4	16-0	31.6	7.2	4.4	10.2
Not ancurated	4.7	4.5	6.4	4.2	3.2	0.9	4.3	3.4	6.3	9.1	0-6	6.1
I A OF A HIS WELCOLD												

*Includes those in trade but without full status fincludes those on to imployment at time of interview Lincludes three trainess for whom there was no information as to whether in or out of trade

Question 69; "What would you say are the things you think are very important in a job for you personally?" (by training trade, date of birth and physical condition of trainee) TABLE 123

Physical condition	Dis- abled	694	%	57.6	37.6	222	25.5 6.3 6.3	9-1	4.6	11.4	20.0
Phy	Able- bodied	3562	%	64.9	38.3	22.0	789.	9.4	6.4	8.9	15.6
	1925 and before	889	%	56.5	39.0	23.5	3.5	8.1	5.2	3.3	17.6
Date of birth	1926 to 1935	1083	%	61.3	38.9	23.7	5.5	2.6	6.3	8 4 4 6	14.8
	1936 or later	2471	%	6.99	37.8	25.0	9.7	9.5	6.1	8.5	16-1
9	Miscel- laneous	939	%	2.09	39.3	577	8.71	11:1	4.6	8.9	16.2
Fraining Trade	Engin- cering	1624	%	64.2	39.8	23.8	7.9	8.7	6.9	6:3	17-1
E.	Con- struc- tion	1693	%	65.0	36.2	26.5	6.6	6.8	0-9	0.4	14.9
	Total	4256*	%	63.7	38.3	19:0	7.5	6.6	0.9	5.6	16-0
	To	42	No.	2713	1628 911	1038	321	396	256	369	682
		All trainees	Thines believed innortant	Good wages Reing interested in joh	satisfying work Being happy, contented in job	Security Good working conditions	Pleasant work mates Opportunities for promotion	one's own Being skilled being in joh	trained for Good relationshin with	employer Variety of work	Other things

TABLE 124

Question 69; "What would you say are the things you think are very important in a job for you personally?" (by social class of usual pre-GTC job and race of trainee)

Race			White Col-	93 213	%	64.6 54.5	38.5 36.6 22.1 12.2 22.1 14.6 20.1 16.9 17.0 6.6 9.1 10.3 8.5 7.7 2.8 16.2 2.8
			Wh	3893	%	4	2223
			Others	38*	%	90.5	23.7.4.10.5.10.5.10.5.10.5.10.5.10.5.10.5.10
doi	nof.		Armed Forces	518	%	61-4	43.4 19.1 19.7 11.6 11.6 11.6 11.6 11.6 11.6 11.6 11
OTO-out	pre-ord		Un- skilled	652	%	6.89	29.4 21.0 26.2 16.4 16.4 16.4 8.6 8.6 8.6 8.6 4.3 16.4
on of the of usual pres.GTC iob	S OF USUAL	inal	Semi- skilled	1165	%	64.5	36.9 204.4 204.6 204.7 18.7 20.9 20.9 20.9 20.9 20.9 20.9 20.9 20.9
polo loico	ocial clas	Manual	Skilled	1406	%	0.09	39 212 243 243 259 269 669 669 669 669 669 669
1 6	2		Total	3223	%	63-7	36.4 210 220 200 200 63 63 63 63 63 162
			Non- manual	477	%	6-99	26.8 23.9 20.3 20.3 20.3 19.9 10.7 10.7 10.7
			 F		%	63-7	282 2214 2444 176 176 93 87 87 87 87 87
-			Total	4256†	No.	2713	1628 1038 1038 148 121 1396 239 688
				All trainees	(base for percentages)	Things believed important	Being interested in Job. Being interested in Job. Being interpret in Job Being interpret in Job Being interpret in Job Being interpret in Job Piesan weignuss Piesan weignuss Piesan weignuss Piesan in Job dings on one's wan Being it in 10 of things on one's wan Being sidiad, being in Job turned for Coda on actionality with employer Other thins*

*Includes five former students, nine trainees from rehabilitation centres for the blind, and four trainees who have never worked. *Includes 150 cases where race was not answered.

TABLE 125

Average "score" awarded to specified factors which may be important to people in their jobs (question 70) (by training trade, date of birth and physical condition of traince)

	-								
		ь	Training trade	9	_	Date of birth	-	Phys	Physical Condition
	Total	Construc- tion	Engineer- ing	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Disabled
All trainces (base for percentages)	4256†	1693	1624	939	2471	1083	889	3562	694
pecified factors	No.	No.	No.	No.	No.	No.	No.	No.	No.
High wages or salary Opportunities to use skills or	3.2	2.9	3.2	3.5	3.0	3.2	3.8	3.1	3.4
qualifications Security of job	3.6	3.6	3.5	3.5	3.7	3.4	3.4	3.6	3.4
Pleasant working companions	25.5	8.0	3.5	5.1	S.1.	. v.	5.0	4 ¢	3.1
Good working conditions Bring left to do things on one's own	4.4	9 4 6	4 4	6.3	9.4	4.	0.4	5.5	4.2
Opportunities for promotion	2.0	5.1	2.0	4.6	4.7	5.1	5.8	6 6	6.5 6.5
interests	6.7	9.9	6.5	7-1	8.9	9.9	6.4	6.7	8.9

The control was a second to the control of the cont

Average "score" * awarded to specified factors which may be important to people in their jobs (question 70) (by social class of usual pre-GTC job and race of traince)

				Social class	Social class of usual pre-GTC job	e-GTC job			Ra	Race
				Mai	Manual					
	Total	Non- manual	Total	Skilled	Semi- skilled	Un- skilled	Armed Forces	Others	White	Coloured
All trainees	4256†	477	3223	1406	1165	652	518	38	3893	213
(base for percentages)	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Specified factors High wages or salary Security of job	3.5	3.3	3.3	3.2	3.2	3.4	e e e e	3.6	3:3	3.9.4
Opportunities to use skills or qualifications Good working conditions	3.6	3.4	3.6	3.5	3.5	3.8	3.5	3.8	3.6	4.2
Being left to do things on one's own Opportunities for promotion Pleasant working communions	5.0 5.0 5.0	4·7 5·2	5:1 5:1	4·6 5·1 5·2	5.0 5.1	5.2 5.0 5.0	4 4 4 4 6 4 4	4·7 5·1	5.0 5.1 5.1	5.5 4.9 6.9
Having a trade union to look after one's interests	6.7	6-9	9.9	9.9	9.9	6.5	7.0	2.9	6.5	6.5

*Traines were asked to rank the eight specified factors in order of importance to them personally. The "score" has been calculated on the basis of I point for a first place, two for a second and so on down to 8 for an eighth place. That, a high score denotes a fore place on the litt.

-findules 100 cases where mo was not answered.

ADI DI CON

Average "score" awarded to specified factors which may be important to people in their jobs (question 70) (by whether working in trade at time of interview within training trade)

		Total					T	Training trade	de			
				0	Construction	nc		Engineering	59	M	Miscellaneous	l sa
	Grand total	In* trade	Not in trade	Total	In* trade	Not in trade	Total	Ine	Not in trade	Total	In* trade	Not in trade
All trainces	4256†	2400	1853	1693	1077	919	1621	845	992	939	478	461
Specified factors	No.	No.	No.	No.	No.	No.	No.	No.	oZ	So.	S	No.
High wages or salary Security of job	3.5	3.1	3.3	3.5	3.28	3.1	3.5	3.3	333	ev ev èv ev	e e è è	3.5
Opportunities to use skills or qualifications Good working conditions Bring left to do thing on	3.6	3.4	4.4	3.6	3.6	3.8	3.5	3.5	8.5	e 4 è ë	 	8.4 8.6
one's own Opportunities for promotion Pleasant working companions	4 5 5 5 0 5 5 0 5	5:1.5	9.4.6 6.8.6	8.1 5.0 5.0	5.50	4.4 5.1	8.6 8.0 6.3	8.1. 8.1. 8.1.	7.44.8 5.5	5.4 5.1 5.1	44.5 5.1.5	445 25
after one's interests	6.7	2.9	2.9	9.9	9.9	6.7	6.5	6.5	9.9	7.0	7.2	7.0

The three were added to must be eight or profiled flators in order of importance in them personally. The "score" has been calculated on the basis of I point for a first place, two for a second and so on doon 18 for an eighth place. Thus, a high secor denotes a low place on the list.

The profiled structure for whom there was no information as to whether in or out of trade, secor denotes a low place on the list.

TABLE 128
Order of importance of specified attributes of a job (question 70)

	Being left to do things on one's own	4256	%	12:2	10-7	12:2	15-1	1-3	100.0
	Opportuni- ties for promotion	4256	%	7-0	10.9	13:3	17.	13-2	100.0
	Good working conditions	4256	%	10.8	14:2	201	9-01	1-6	100.0
bute	Pleasant working companions	4256	%	7:7	10-3	14.5	19:1	11:1	100.0
Attribute	Security of job	4256	%	28.4	13.6	8.9	, i,	1.2	100.0
	Having a trade union	4256	%	1:3	14. 6	6.5	17:1	50-9	100-0
	Opportuni- tries to use skills	4256	%	17.2	15.7	15:0	10:3		100.0
	High	4256	%	24.0	18-2	6.8	5.5	94.0	100.0
		All trainces	(base for percentages)	er				n	Total
			-	Rank order First	Second	Fourth	Sixth	Eighth Not 13	

TABLE 129

Comparison of satisfaction with present job and with usual job before going to GTC (questions 71 and 72)
(based on all traines)

			Degree of	satisfaction	
	Not ans- wered, does not apply	Very satis- factory	Fairly satis- factory	NOT satis- factory	Don't know
Attribute	%	%	%	%	%
High wages or salary					
Present job	0.7	36-0	47-7	15.0	0.6
Previous job	0-8	20-5	41-9	36.7	0.1
Security of job					
Present job Previous job	0.8	43.3	36-6	17-2	2.1
Opportunities to use skills	0.7	39-6	27-5	31-1	1.1
Present job	0.7	48-7	31-1	18-3	1.2
Previous job	0.7	20-6	27.2	48-4	3.1
Good working conditions	0,	20 0	2,2	40 4	3.1
Present job	0.7	37-2	44-2	16-9	1.0
Previous job	0-7	25-0	41-1	32-4	0.8
Being left to do things on own	1				
Present job	0.7	64-6	27-3	6.6	0.8
Previous job Opportunities for promotion	0.8	43.8	33-3	20-7	1.4
Present iob	0-9	15-4	33-7	42.7	
Previous job	0.9	13-4	22-1	61.7	7·3 2·4
Pleasant working companions	0.9	13-0	22.1	01.7	2.4
Present job	0.8	59-2	34-0	3.0	2.2
Previous job	0.8	53-1	37-8	6.6	1.8
Having a trade union to look					1
fter interests	1				
Present job	1-1	17-6	26-9	26.7	27.8
Previous job	1-1	13-1	20-4	34-3	31-1

TABLE 130

Satisfaction with present or last job in respect of specified attributes (question 72) (by whether present or last job was in trade within training trade)

Total Training trade	Construction Engineering Miscellaneous	nd In* Not in	67 2400 1853‡ 1693 1077 616 1624 845 766 939 478 461	% % % % % % % % % %	37.8 33.8 40.3 41.8 37.8 35.5 37.4 33.5 29.3 29.7	7 49.4 45.5 46.4 47.8 44.0 48.4 50.0 46.1 48.9 51.0 40.0	12.2 18.7 12.3 10.2 10.4 14.0 11.0 16.3 201 0.6 0.8	0-3 1-1 0-2 0-1 0-3 0-8 0-1 1-5 1-1 0-7	0-0 100-0 100-0 100-0 100-0 100-0 100-0 100-0 100-0 100-0 100-0 100-0 100-0	13 43-9 42-6 39-5 38-3 41-6 44-5 46-6 42-3 48-1 51-7 44-5 46-6 38-6 38-6 38-6 38-7 38-2 40-1 37-2 38-5 34-7 38-2 40-1 38-2 34-7 38-2 34-7 38-8 34-7 38-8 34-7 38-8 34-7 38-8 34-7 38-8 34-7 38-8 34-8 38-8 38-8 38-8 38-8 38-8 38-8	0.00 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0
	struction	-	1077	%	41.8	47.8	7.0	0.1	0.001	38.3 20.5 2.3 0.4	100.0
	Con	Total	1693	%	40.3	46.4	5.71	0.5	100-0	39-5 37-2 21-0 2-1 0-2	100-0
		Not in trade	1853‡	%	33.8	45.5	.81	Ξ	100-0	42.6 34.1 20.6 1.7	100.0
Total		In* trade	2400	%	37.8	49.4	12:2	0.3	100.0	43.9 38.6 14.7 2.5 0.3	100.0
		Grand	4256†	%	36.0	47.7	15-0	0.4	100.0	43.3 36.6 17.2 2.1 0.8	100.0
			All trainees	(base for percentages)	High wages or salary	Fairly satisfactory	Not satisfactory	Don't know Not answered, does not apply	Total	Security of job Very satisfactory Fairly satisfactory Not satisfactory Don't know Nor answered, does not apply	Total

*Includes those in trade but without full status. Includes those in or out of trade. Includes three trainers for whom there was no information as to whether in or out of trade. Includes thirteen trainers never employed since leaving a GTC.

TABLE 130—CONTINUED
Satisfaction with present or last job in respect of specified attributes (question 72)
(by whether present or last job was in trade, within training trade)

		Not in trade	461	%	62.0		1.5	0.00	0.02	26.7	2.0	0.001
	Miscellaneous	In* trade	478	%	74.5	_		0.001	<u> </u>	_	10:3	0.001
	Miscel		-					-	-			-
		Total	939	%	68.4	9.9	5Ξ —	100.0	<u>ē</u>	8 9		100.0
de	50	Not in trade	992	%	58·1	4.6	1.5	100.0	14.3	31.7	1.7.2	100-0
Fraining trade	Engineering	In* trade	845	%	30.4	2.0	00	0.001	10-4	36.9	0.52	100.0
Tr	Э	Total	1624	%	30-1	4.7	. % . 6	100.0	12.3	34.4	1.0	100.0
		Not in trade	919	%	57.8	10.7	0.5	100.0	20-1	30.8	0.0	0.001
	Construction	In* trade	1077	%	70.7	2.7	ò ö	0.001	14.3	36.8	9.5	0.001
	Ö	Total	1693	%	66-0	9.0	90	1000	16-4	34.6	6.0	0.001
		Not in trade	1853	%	28.8	6.6	- 52	100-0	17.6	30.2	1.52	0.001
Total		In* trade	2400	%	69.0	9.0	9.53	100-0	13.7	36.5	8.1	100.0
		Grand total	4256†	%	64.6	9.9	9.0	100.0	15.4	33.7	0.9	100.0
			All trainees	Daire left to do things on one's own	Very satisfactory	Not satisfactory	Don't know Not answered, does not apply	Total	Opportunities for promotion Very satisfactory	Fairly satisfactory Not satisfactory	Don't know Not answered, does not apply	Total

*Includes those in trade but without full status.

Fincludes three trainees for whom there was no information as to whether in or out of trade.

TABLE 130—CONTINUED

Satisfaction with present or last job in respect of specified attributes (question 72) (by whether present or last job was in trade, within training trade)

									-	1	1	1
		Total					Tra	Training trade	Je Je			
				0	Construction	g	ш	Engineering	50	Wi	Miscellaneous	SI
	Grand	In* trade	Not in trade	Total	In* trade	Not in trade	Total	In* trade	Not in trade	Total	In* trade	Not in trade
All trainees	4256†	2400	1853	1693	1077	919	1624	845	992	626	478	461
(base for percentages)	%	%	%	%	%	%	%	%	%	%	%	%
Opportunities to use skills Very satisfactory Fairly entisfactory	31.1	31.5	33.3	30.5	30-3	36.0	32.9	34.7	32.6	29.1	28.9	31.0
Not satisfactory Don't know	18:3	0.15	32.4	14. 1.2.5 2.5.0	0.53	6,60 6,64	21 4 % 8 8 8	0 0	4 t- ti	15:10	9.55	£4-1 5-1
Not answered, does not appry Total	0.001	0.001	100.0	100-0	100-0	100-0	100-0	100.0	100.0	100-0	100.0	100-0
Good working conditions Very satisfactory Fairly satisfactory Not satisfactory Not satisfactory Don't know Nor answered, does not apply	37.2 44.2 16.9 1-0 0-7	36.3 45.6 17.0 0.8 0.3	38·4 42·5 1·68 1·2	33-1 47-7 17-8 1-1 0-3	30-9 48-9 18-8 1-2 0-2	37.0 45.6 16.1 1.0 0.3	38:4 42:7 17:4 0:7 0:8	38:7 44:1 16:8 0:1 0:3	38.0 411.1 18.0 1.5	42:5 40:7 14:6 1:2 1:0	44:1 40:6 13:6 1:0 0:7	40.8 15.6 1.3
Total	100.0	100.0	100-0	100-0	100-0	100.0	100-0	100.0	100-0	100.0	100-0	0-001

*Includes those in trade but without full status.

Includes three trainees for whom there was no information as to whether in or out of trade.

TABLE 130—CONTINUED
Satisfaction with present job in respect of specified attributes (question 72)
(by whether present or last job was in trade)

		Not in trade	461	96	33.6	6.9		0.00	15.4 16.7 36.4 2.2	0.00
	Miscellaneous	In* 1	478	%	62.6	5.0	. 0	0.001	9.0 16.7 47.9 1.7	0.001
	Mis	Total	626	1%	31.3	9.0	 	0.001	12:1 16:7 26:9 20:0 2:0	0.001
le		Not in trade	992	%	39.0	40	4	0.001	2652 2503 250 1.4	0.001
Training trade	Engineering	In* trade	845	%	63.8	919	0.5	0.001	25-1 32-9 24-0 17-6 0-4	0.001
Tra	a	Total	1624	%	35.7	3.0	0.7	100.0	21.5 27.5 21.5 0.8	0.001
	e e	Not in trade	919	%	38.0	9.0	0.5	100.0	18 28 28 28 10 10	0.001
	Construction	In* trade	1077	%	33.8	9.0	0.0	100.0	16:2 32:8 22:7 0.5	100-0
	0	Total	1693	%	34.0	3.5	0.3	100.0	26.3 26.3 26.1 0.7	100.0
		Not in trade	1853	%	36.1	2.5	1.5	100.0	2345 284 284 284 284 441	100.0
Total		In* trade	2400	%	32.4	2:8	0.3	100.0	29.6 27.3 27.3 0.7	100.0
		Grand total	4256†	%	34.0	9.0	0.0	100.0	26.9 26.9 27.8 1.1	100.0
			All trainees	(base for percentages)	Very satisfactory Fairly satisfactory	Not satisfactory	Not answered, does not apply	Total	Having a trade union to look after one's interests very sutstitutory Fairly satisfactory Not satisfactory Not satisfactory Not satisfactory Don't know Not answered, does not apply Not answered, does not apply	Total

"Includes those in trade but without full status.

†Includes three trainees for whom there was no information as to whether in or out of trade.

ABLE 131

Whether trainess would move out of area in order to find job in training trade (question 74) (by marrial status, date of birth and physical condition of trainee)

1	Physical condition		1925 Able- Dis-	688 3562 694	% % %	33-3 45-9 38-0 64-3 59-0 57-8 2-4 3-1 4-2	0.001 0.001 0.001	436 1776 694	66.7 % % 8.5	28.9 21.1 23.6 22.9 23.8 6.4 7.2 7.1 23.8 3.7 0.4 7.1 5.5 6.2 7.5 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1 7.1 6.2 7.1
	Date of birth		1926 to 1935	1083	%	43.9 52.3 3.8	100.0	999	28.8	22.8 26.3 5.1 2.1 8.0
1	Da		1936 or later	2471	%	48.2 3.0	100-0	1203	63.4	2178 7-9 8-6 0-5 7-9
			Not	1080	%	48.8 47.5 3.7	100.0	512	32.9	2000-4 8000-4
	18		Wife not working	1870	%	44-0 52-9 3-1	100.0	066	31.9	13.0 14.3 3.9 0.9 3.6
	Marital status	Married	Wife working part- time	200	%	42.6 53.6 3.8	100-0	268	32.4	156 142 52 24 06 42
	M		Wife working full- time	800	%	42.0 55.1 2.9	100-0	441	34.5	14:7 13:1 2:9 4:2 0:5 3:9
			Total	4256*	No. %	1901 44-7 2214 52-2 141 3-1	4256 100-0	2214	No. % 1391 62·8	470 21-2 502 22-7 157 7-1 151 6-8 34 1-5 167 7-5
				All trainees	(base for percentages)	Trainees who would: Trainees who would: Move out of area to find job in training trade Stay in the area in a job in another trade Not answered/dorft know	Total	Trainces who would NOT move	(base for percentages) Roots in the area, family, personal ties	Other members of family would not want to move Difficulty of moving house Can earn as much in other jobs Have another trade now Halth reasons Other reasons

*Includes fourteen trainees who did not give their age and six trainees who did not give details of whether wife working. Note: Some trainees gave more than one reason, hence percentages in lower part of table add to more than 100%.

Whether trainces would move out of area in order to find job in training trade (question 74) (by whether working in trade at time of interview within training trade)

	ons	Not in trade	381	%	22.6	74.0	100.0	40.9 12.6 14.7 7.9 12.1 1.0
	Miscellaneous	In* trade	478	%	59.2	35.8	100.0	23.0 100.0 2.5 0.6 0.4 3.1
	Σ	Total	859	%	43.0	4.3	100.0	31.0 8.8 12.1 4.9 5.7 0.7
de	ta ta	Not in trade	657	%	29.2	4.1	1000	39.4 14.8 14.0 14.3 6.5 6.5 8.8
Training trade	Engineering	In* trade	843	%	54.2	43.4 2.4	100.0	28·2 10·8 10·2 3·3 3·2
Tr		Total	1500	%	43.3	3.1	100.0	33.1 112.5 111.9 3.7 2.9 0.7
	u	Not in trade	479	%	25.5	3.1	100.0	41.8 12.5 12.5 5.2 9.6 0.4
	Construction	In* trade	1076	%	59.2	38.5	100.0	27.4 9.4 111.1 2:1 0:1 0:3
		Total	1557	%	48.7	48.8	100.0	31.9 10.9 11.5 3.1 3.0 0.3
		Not in trade	1517	%	26.4	3.7	100.0	40.5 114.0 113.7 13.7 13.7 8.9 0.9 6.1 6.1
Total		In* trade	2397	%	57.4	39.8	100.0	26.8 10.5 0.2 0.3 2.6 2.6 2.6 2.6
		Grand total	3916‡	%	45.4	3.1	100.0	32.2 111.1 111.8 3.7 3.5 4.0 4.0
		Trainees working at time of interview	(company to be contages)	Frainces who would: Move out of the area to find job	in training trade	another trade Not answered, don't know	Total	Roose in the steep, from the property of personal in the steep, personal in the steep, other members of family would but with the personal in more house. Can carn as much in other potential and the steep of the personal in

*Includes those in trade but without full status.

Includes two trainees for whom there was no information as to whether in or out of trade. Some trainees gave more than one reason, hence percentages in lower part of table add to more than 100%.

AABLE 153
Mores since leaving GTC for all reasons and for purpose of taking a job (question 67)
(by training trade, date of birth and physical condition of trainee)

	. (a)	9	form 9 (con for							
			Т	Training trade	9	П	Date of birth		Physical condition	Physical condition
	Total		Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainces	4256†		1693	1624	939	2471	1083	889	3562	694
(base for percentages)	No.	%	%	%	%	%	%	%	%	%
rainees who: Have lived at same address all time since leaving GTC	1942	45.6	43.9	49-0	42.9	32.9	58.4	71-4	43.7	55-6
Have moved away to take job and returned	105	2.5	2-7	2.2	2.6	2.6	2.5	2.0	5.6	2.2
Have moved away for other reasons and returned	39	6-0	8.0	6-0	1.3	1.3	0-4	0-3	6-0	6-0
Fotal living at same address	2086	49-0	47-4	52.1	46-8	36.8	61.3	73-7	47-2	58-7
Moved for any reason: once More than once Not answered	1351 725 94	31.7 17.0 2.3	34·6 16·2 1·8	29.4 16.4 2:1	30-7 19-6 2-9	36-8 24-0 2-4	27-8 9-0 1-9	19·6 4·5 2·2	32·6 18·1 2·1	26-3 12-1 2-9
Total	4256	0-001	100.0	100.0	100.0	100.0	100.0	100-0	100.0	100.0
Moved to take up a job: once More than once	296 112	2.6	2:1	3.3	8.6 2.6	3.7	6.0	3.5	3.0	7:2
% of all moves which were made in order to take up jobs*		21.2	17.2	25.5	22:3	20-9	22.4	24.4	21.5	22:1

*Including moves away and back to same address.

Includes fourteen trainees who did not give their age.

FABLE 134

Questions 75 & 75c: "In the light of your experience, if someone asked your advice about whether they should go to a Cf7, would you advise them to go for not "?"
If not: "Why would you not advise them to go?" (by training trade, date of birth and physical condition of trainee)

							,			
						-			Dhas	looi
			E	Training Trade	le	1	Date of birth		cond	condition
	Total	la la	Con- struc- tion	Engin- eering	Miscel- laneous	1936 or later	1926 to 1935	1925 and before	Able- bodied	Dis- abled
All trainces	4256*	9*	1693	1624	939	2471	1083	889	3562	694
Chase for percentages)	No.	96	%	%	96	%	%	%	%	%
Would advise others to go to a GTC Would NOT Don't know	3485 341 70	90·3 8·0 1·7	91.6	88.9 9.5 1.6	90.6	90·8 7·7 1·5	89.3 1.8	90.6	90·1 8·2 1·7	91.3
Total	4256	100-0	100.0	100.0	0.001	100-0	100.0	0.001	0.001	100.0
Trainees who would NOT	341	_	118	155	89	190	96	52	286	53
(base for percentages) Reasons for not advising	No.	%	%	%	%	%	%	%	%	96
Others to go Training inadequate Discrimination by trade unions Discrimination by employers	102	25.58 25.58	36·1 16·8 24·4	24.5 21.3 21.3	55.9 19.1 22.1	40.5 21.6 20.5	29.9 34.0 25.8	25.0 25.0 25.0	35.8 23.2	32.6 34.7 18.4
Can't get job after training	89	6-61	18.5	22.6	16.2	16.8	21.6	56.9	19.3	22.4
Low wages Other reasons	52 41 76	12.0	23.5	12.9	5.9	14.2	9.3	9.6	13.0	8:2 23:4
Paople mist decide for		1	and the same		1					-

*Includes fourteen trainees who did not give their age.

People must decide for

themselves

TABLE 135

Question 75 & 75c: "In the light of your experience, if someone asked your advice about whether they should go to a GTC, would you have advise than no advise than to go ?"

If not: "Willy would you not advise than to go ?"

(by whether working in trade at time of interview within training trade)

Trainees working at time of interview (hase for percentages)	Grand total 3916†	Total In* trade 2397	Not in trade 1517	Co Total 1557 %	Construction In* trade 1076	Not in trade 479	Trotal 1500 %	Engineering trade Institute Institut	Not in trade 657	Total 859 %	Miscellaneous In* P trade 478	Not in trade 381
Would advise others to go to a GTC Would NOT Not answered, don't know	90·8 7·8 1·4	95-2 4-0 0-8 100-0	83.8 13.8 2.4 100.0	91.9 6.7 1.4	96·2 3·1 0·7	82·3 15·0 2·7 100·0	89-1 9-5 1-4 100-0	93.7 5.6 0.7 100.0	83.3 14.5 2.2 100.0	91.7 6.8 1.5 100.0	35.8 3.3 0.9 100.0	86.6 11.0 2.4 100.0
Working trainers who would NOT advise dues to go to a CT consider, deters to go to a CT consideration by training a present the present th	305 30-2 22-3 20-0 15-7 12-1 22-6 3-6	96 39-6 22-9 19-8 15-6 11-5 21-9 7-3	209 31-6 33-5 23-4 22-0 13-9 12-4 23-0 1-9	23.8 23.8 23.8 23.8 23.8 23.8 23.9 23.9	33 - 39 - 4 - 6 - 1 - 27 - 3 - 33 - 3 - 12 - 12 - 12 - 12 - 12 -	23.3 20.8 22.2 22.2 19.4 9.7 19.4	23.9 44.4 20.4 20.4 21.8 113.4 111.3 24.6 4.2	27.7 40.4 14.9 17.0 17.0 10.6 23.4 4.3	22-1 46-3 23-2 24-2 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-6 111-7 11-7	58 56-9 20-7 20-7 15-5 17-2 17-2 17-2 5-2	16 6-2 6-2 18-7 12-5 12-5 18-7	20.0 26.2 21.4 16.7 19.0 19.0

*Includes those in trade but without full status.

†Includes two trainees for whom there was no information as to whether in or out of trade.

TABLE 136

Question 75a: "Why would you advise them to go to a GTC?" Question 75b: "Would you say there were any disadvantages in having been to a GTC?" (by training trade, date of birth and physical condition of trainee)

l leni	ition	Dis- abled	634	%	55-6 29-9	14.5	9-0	63-7	10.9	5:1	5.5 5.5
Discional	condition	Able- bodied	3211	%	58·1 26·8	16.8	13-9	56-1	17.8	7.9	0.44
	_	1925 and before	623	%	55.2	14.9	9-1	65.2	10-1	8 4 6 £ 8 6	3.50
	Date of birth	1926 to 1935	296	%	59-0 27-0	14.5	13.7	55-4	16-1	9.0	5:3
	Г	1936 or later	2244	%	58-6 26-3	17-8	13.7	55-9	18.8	9.4.	4 6.64 4 6.00
		Miscel- laneous	851	%	31-8	13.3	6.2 45.0	29-7	10-9	5.8	5.5 5.2
	Training trade	Engin- eering	1444	%	56·6 29·9	16.7	12.5	6-09	11.6	5.3	244 846
	I	Con- struc- tion	1550	%	60.6	18:1	17.0	52.7	9.9	v. v.	2.64
		Total	3845*	%	58·2 27·2	16.5	13-0	57-3	16-7	7.5	6.44 0.16
		To	387	No.	2238 1047	634	498 1755	2205	642 433	288	1159 175
		Trainees who would advise	(oase 10r percentages)	Reasons for advising others to go	Chance to learn a trade, become skilled Good training	More secure employment prospects	Higher wages, more earning power Other reasons	Disadvantages of having been to a GTC None at all	workmates not well disposed (no mention of T.U.) Employers not well disposed	Not able to join 1.U., unions antagonistic Training inadequate	Low wages Poor pay while training Other disadvantages

*Includes eleven trainees who did not give their age.

Question 75 (a): "Why would you advise them to go to a GTC?" Question 75 (b): "Would you say there were any disadvantages in having been to a GTC?" aring in trade of time of interview within fraining trade)

			Not in trade	330	%	51.8 30.6	10-3	3.9	26-1 18:2 7-0 7-0 7-9 7-9
		Miscellaneous	In* trade	458	%	32.5	14.6	42.6	62.4 112.0 112.4 6.6 6.1 3.1 3.1
		Mis	Total	788	ð°	31.7	12.8	6.2	59.8 110.9 14.8 13.8 13.8 13.8
	9		Not in trade	547	°,	31-1	15.5	10-2 53-2	58.9 11.7 10.1 13.0 6.2 3.1 4.4 6.2
rade)	Training trade	Engineering	In* trade	790	%	60·1 29·4	18.6	14.8	02.5 11.6 10.8 9.4 9.4 9.5 9.4 9.5 9.5 9.5 9.5 9.5 9.5 9.5 9.5 9.5 9.5
training t	Tra	回	Total	1337	%	30-1	17:4	12.9	61.0 11.7 10.5 10.8 5.2 3.1 4.5
iew within		_	Not in trade	394	%	57·6 24·8	12.7	9.9	49.2 21.3 12.9 8.1 9.4 3.0 4.3
of interv		Construction	In* trade	1035	,°	62.7	19.5	19:5	25.9 8.5 8.3 8.3 2.6 3.5 3.3
de at time		S	Total	1431	%	61:3	17-7	16.9	53.0 24.6 9.7 5.2 8.6 2.7 4.2
(by whether working in trade at time of interview within training trade)	Total		Not in trade	1271	%	52-8 29-0	13.3	8-5	55.2 14.1 13.1 9.2 7.4 7.4 6.8
			In* trade	2283	%	61-1	18.2	15.5	58.8 18.2 10.1 6.4 6.6 3.9 3.2
(by wh			Grand	3556‡	%	58-2	16-5	13-0	57-5 16-7 11-1 7-4 6-9 3-1 4-0 4-5
			Working trainces who would advise others to go to GTC	(base for percentages)		Reasons for advising others to go Chance to learn a trade, become skilled Good training	More secure employment	Higher wages, more earning power Other reasons	Substitutings of having been to a GTC None at all all Workers at all Workers and Workers and Supposed Workers are supposed to the supposed Not take to join T.U., minute and exponential manage and equate London to the supposed of the suppo

*Includes those in trade but without full status.

Fincludes two trainees for whom there was no information as to whether in or out of trade.

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